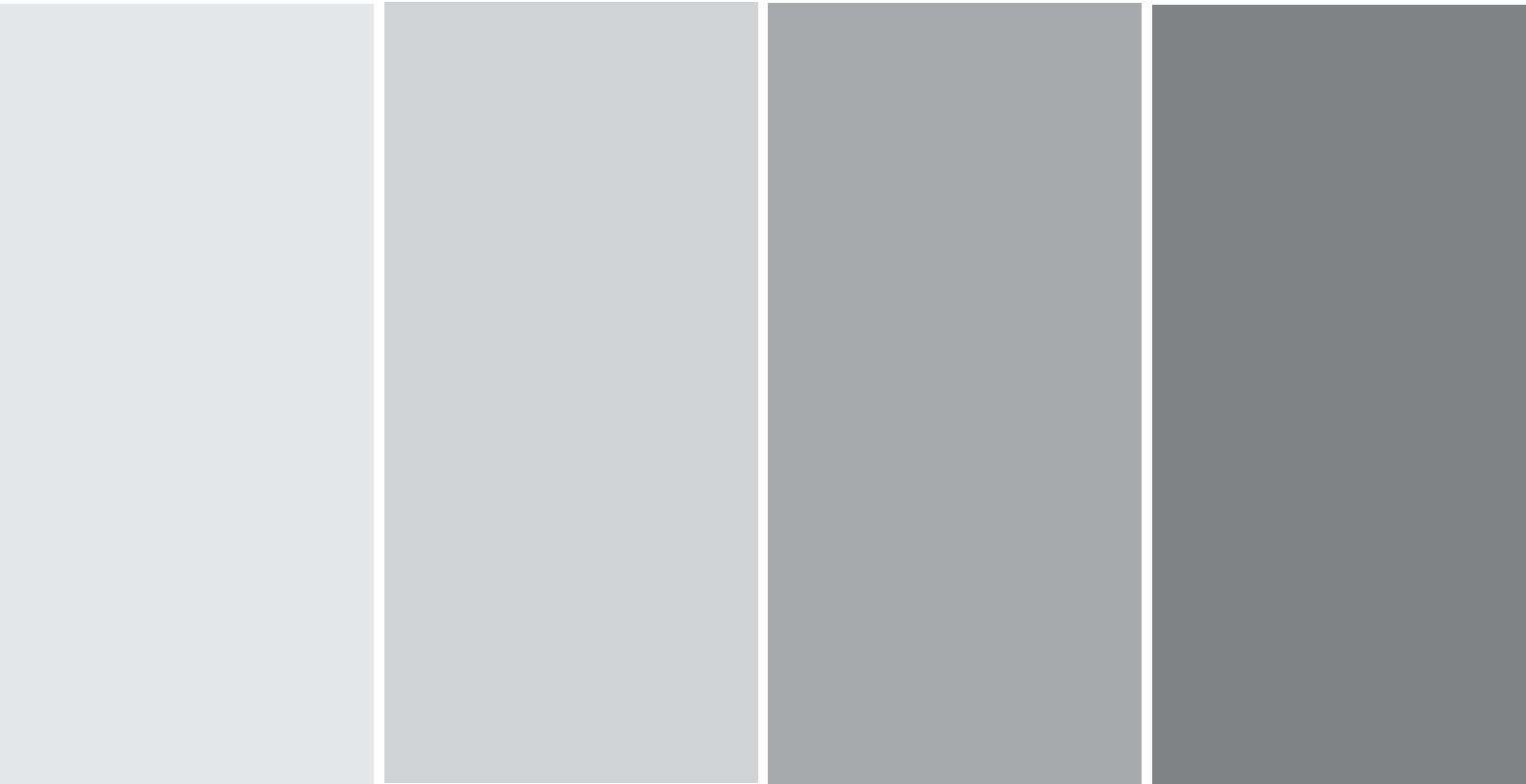


JAGUAR LAND ROVER DEFINED CONTRIBUTION FUND

A Guide to death and ill health benefits



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A Guide to death and ill health benefits

As a member of the Fund, you and your dependants are also eligible for valuable benefits in the event of your death or ill health in addition to those normally provided under the Jaguar Land Rover Defined Contribution Fund. The purpose of this guide is to give you a brief outline of what additional benefits are provided.

If you die whilst a contributing member in the employment of the Company

Your dependants may be entitled to benefits from the Jaguar Land Rover Group Life Assurance Plan, subject to any limits imposed by HM Revenue & Customs.

This plan provides:

- A lump sum of 3½ times your basic salary (ignoring any reduction as a result of participating in Pensions Salary Sacrifice (PSS)) on death.
- A pension for your spouse, civil partner or dependants calculated as follows:
 - 25% of your basic salary (ignoring any reduction as a result of participating in PSS) on death.
- A Child's pension for each child up to age 18, or up to age 23 whilst in full time education, of 12.5% of your basic salary (ignoring any reduction as a result of participating in PSS) on death. This is subject to a maximum total payment of 25% of your basic salary (ignoring any reduction as a result of participating in PSS) on death. In the event of there being more than 2 qualifying children, each would receive 25% of your basic salary (ignoring any reduction as a result of participating in PSS) on death divided by the number of qualifying children.

These pensions will increase in payment in line with changes in the Retail Prices Index subject to a maximum of 2.5% p.a.

These benefits are in addition to the normal benefits payable and are not settled by Scottish Widows.

To ensure that these benefits are paid out in the most efficient way possible, and taking your wishes into account, you should remember to complete the Nomination Form enclosed with this pack.

Benefits payable directly in respect of the value of your fund will be settled by Scottish Widows and are covered by a different nomination form which you will receive after joining the fund. The Scottish Widows form must be completed in addition to the nomination form included with this pack.

Ill Health Benefits for contributing employees of the Company

If you are absent from work because of illness and you can no longer work on grounds of ill health or disability, a benefit may be payable under the Company's ill health scheme. This benefit will be calculated as follows:

2/3 of base pay (ignoring any reduction as a result of participating in PSS). This benefit will be paid until age 65 and will increase in line with changes in the Retail Prices Index subject to a maximum of 5% p.a.

This benefit cannot be paid until you have been absent from work continuously for at least 52 weeks.

In addition, contributions will continue to be paid into your fund and at age 65, if you are still receiving ill health benefit it will cease and your normal fund retirement options will be available to provide a pension.

The death benefits and ill health benefits are insured and are subject to the terms and conditions of the insurer, which may vary from time to time. The insurance company may require you to provide satisfactory evidence of good health before you are covered for these benefits, which could include a full medical examination and additional tests. The insurer may restrict the amount of your benefits in light of the medical evidence provided, or if you fail to provide such evidence when asked to do so. The insurance company may impose aggregate limits and the cover provided will be subject to the availability of insurance.

This guide provides a summary of the main features of the plan. More detailed provisions will be contained within the formal Policy Documents, which set out the terms of the contract with the Plan Insurer. Should there be any conflict between the contents of this guide and the Policy Documents, then the provisions of the latter will prevail.