

THIS LETTER IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION.

If you are in any doubt regarding the contents of this letter, you should consult your stockbroker, bank manager, solicitor, accountant or other independent financial adviser duly authorised under the Financial Services and Markets Act 2000 if you are in the United Kingdom or an appropriately authorised independent financial adviser if you are outside the United Kingdom.

If you have sold or otherwise transferred all your ordinary shares in W.H. Ireland Group plc ("WH Ireland" or the "Company"), please send this letter together with the enclosed announcements as soon as possible to the purchaser or transferee or to the stockbroker, bank or other agent through whom the sale or transfer was effected for transmission to the purchaser or transferee. If you have sold or transferred only part of your ordinary shares in WH Ireland, you should retain this letter and consult the stockbroker, bank or other agent through whom the sale or transfer was effected. However, this letter should not be forwarded or transmitted, in whole or in part, into any jurisdiction where to do so would constitute a violation of the relevant laws or regulations of that jurisdiction.

W.H. IRELAND GROUP PLC
(incorporated in England and Wales with registered number 03870190)

Directors:

Simon Moore (*Non-Executive Chairman*)
Phillip Wale (*Chief Executive Officer*)
Simon Jackson (*Chief Finance Officer*)
John Cusins (*Non-Executive Director*)

Registered office:

24 Martin Lane
London
EC4R 0DR

10 December 2025

Dear Shareholder

Recommended acquisition of W.H. Ireland Group plc ("WH Ireland" or "Company") by Team plc ("Team") – Publication of Scheme Document

On 27 November 2025, it was announced that the board of directors of Team plc ("**Team**") and the Company had reached agreement on the terms of a recommended acquisition of the Company by Team pursuant to which Team will acquire all of the issued and to be issued share capital of the Company ("**Acquisition**"). The Acquisition will be implemented by way of a scheme of arrangement under Part 26 of the Companies Act 2006 ("**Scheme of Arrangement**"). A copy of the Scheme of Arrangement, the explanatory statement required to be furnished pursuant to section 897 of the Companies Act 2006, the Notice of Court Meeting and the Notice of General Meeting are incorporated in a scheme document in connection with the Acquisition ("**Scheme Document**").

The Company is pleased to confirm that the Scheme Document along with various supporting documents are now available to access on the Company's website <https://www.whirelandplc.com/offer-for-wh-ireland-group-plc/>. Terms used in this letter and not defined in it have the meaning given to them in the Scheme Document.

We have previously written to shareholders concerning the publication of all future notices and documents by the Company. If you did not request that you continue to receive hard copy notices and documents, please accept this letter as notification that the Scheme Document, Notice of Court Meeting

Notice and Notice of General Meeting, together with specimen forms of proxy for both meetings ("**Forms of Proxy**") are now available to view on the Company's website and can be downloaded from the following address: <https://www.whirelandplc.com/offer-for-wh-ireland-group-plc/>.

In order to view these documents, you will need Adobe Acrobat Viewer™. If this software is not already installed on your computer, you can download it free of charge from the following address: <http://get.adobe.com/uk/reader/>.

If you have requested that hard copy notices and documents be sent to you, then a hard copy of the Scheme Document (including the Notice of Court Meeting and the Notice of General Meeting) accompanies this letter. If you did not request that hard copy notices and documents be sent to you, then a hard copy of the Scheme Document (including the Notice of Court Meeting and the Notice of General Meeting) will not be sent to you, unless so requested.

You can obtain a hard copy of the Scheme Document (and any information incorporated into it by reference to another source in hard copy form) by contacting the Company's registrars, Neville Registrars Limited, during business hours at, Neville House, Steelpark Road, Halesowen, West Midlands, United Kingdom, B62 8HD, or by telephoning 0121 585 1131 (or from outside of the UK, on +44(0)121 585 1131) between 9.00 a.m. to 5.00 p.m. Monday to Friday (London time). You may also request that all future documents, announcements and information in relation to the Acquisition to be sent to you should be in hard copy form. Please note that Neville Registrars cannot provide any financial, legal or tax advice or advice on the merits of the Acquisition and calls may be recorded and monitored for security and training purposes.

Court Meeting

By an Order dated 10 December 2025, the High Court of Justice ("**Court**") has given permission for a meeting ("**Court Meeting**") to be convened of the Scheme Shareholders (as defined in the Scheme Document) for the purpose of considering and, if thought fit, approving (with or without modification) the Scheme of Arrangement proposed to be made between the Company and the Scheme Shareholders. The Scheme of Arrangement will be subject to the subsequent sanction of the Court.

The Court Meeting will be held at the offices of the Company at 24 Martin Lane, London EC4R 0DR at 11.00 a.m. on 8 January 2026. A BLUE Form of Proxy for the Court Meeting is enclosed with this letter. Forms of Proxy for the Court Meeting must be returned by 11.00 a.m. on 6 January 2026, as set out in the notes to the Court Meeting Notice.

General Meeting

The General Meeting ("**GM**" or "**General Meeting**") of the Company will be held at the offices of the Company at 24 Martin Lane, London EC4R 0DR at 11.15 a.m. on 8 January 2026. A WHITE Form of Proxy for the General Meeting is enclosed with this letter. Forms of Proxy for the GM must be returned by 11.15 a.m. on 6 January 2026, as set out in the notes to the Notice of GM.

As you will see from the special resolution set out in the Notice of GM (together with the Notice of Court Meeting, the "**Notices**"), the GM is being held in connection with the Scheme of Arrangement and the Company is seeking shareholders' approval of:

- (i) the Scheme of Arrangement in its original form or subject to such modification, addition or condition as is agreed between the Company and TEAM and approved or imposed by the Court;
- (ii) the grant of authority to the directors of the Company to take all such action as they may consider necessary or appropriate for carrying the Scheme of Arrangement into effect; and

- (iii) an amendment to the Company's articles of association, in connection with the Scheme of Arrangement.

Submission of proxies

In order to vote at both the Court Meeting and the General Meeting, you may submit your Forms of Proxy in advance of the meetings or otherwise attend and vote at the meetings in person. A BLUE Form of Proxy is to be used in connection with the Court Meeting and a WHITE Form of Proxy is to be used in connection with the General Meeting. Hard copies of the Forms of Proxy are enclosed with this letter. Additionally, non-personalised copies of the Forms of Proxy are available on the Company's website: <https://www.whirelandplc.com/offer-for-wh-ireland-group-plc/>.

Whether or not you intend to attend both or either of the Court Meeting or the General Meeting, Scheme Shareholders are asked to complete and return the enclosed BLUE and WHITE Forms of Proxy in accordance with the instructions printed thereon as soon as possible, but in any event so as to be received by the Company's registrar, Neville Registrars Limited, not later than 48 hours before the relevant Meeting, excluding any part of such 48 hour period falling on a day that is not a business day.

General

If you wish to change your instructions and receive documents and information in paper form rather than via the website, please let us know by writing to the Company's registrars, Neville Registrars Limited at Neville House, Steelpark Road, Halesowen, West Midlands, United Kingdom, B62 8HD.

Similarly, if you wish to receive future notifications by email rather than by post, you can request this by contacting the Company's registrars, Neville Registrars Limited.

Please note that this letter is not a summary of the information and proposals set out in the Scheme Document and Notices and should not be regarded as a substitute for reading such documents; you should read the full documents before making any decision. For the avoidance of doubt, the content of the Company's website is not incorporated into, and does not form part of, this letter.

Yours faithfully

Simon Jackson
Company Secretary
For and on behalf of W.H. Ireland Group plc

Notes:

- 1. It is your responsibility to notify the Company's registrars of any change to your name, address, e-mail address or other contact details, as appropriate.*
- 2. The Company cannot be held responsible for any failure in the transmission of any electronic communication beyond its control. With electronic communications, the Company's obligations will be satisfied when it publishes the relevant document on its website and it, or its agent on the Company's behalf, transmits the notification of availability of that document to the address you have provided.*
- 3. An election to receive shareholder documents via the Company's website, and your contact details will remain valid until the Company receives alternative instructions from you.*

4. *If you are not resident in the United Kingdom, it is your responsibility to ensure that you may validly receive shareholder documents electronically, either generally or in relation to any particular document, without the Company being required to comply with any governmental or regulatory procedures or any similar formalities. The Company may deny electronic access to documents relating to certain corporate actions in respect of those shareholders whom it believes are resident in jurisdictions where it is advised that to provide such access would or may be a breach of any legal or regulatory requirements.*
5. *The Company reserves the right, irrespective of your election, to revert to sending paper documentation, by post, whenever it considers it necessary or desirable to do so.*

Important information

The directors of the Company accept responsibility for the information contained in this letter. To the best of the knowledge and belief of the directors of the Company (who have taken all reasonable care to ensure that such is the case) the information contained in this letter (including any expressions of opinion) is in accordance with the facts and does not omit anything likely to affect the import of such information.

Right to request hard copies

In accordance with Rule 30.3 of the City Code on Takeovers and Mergers (the "Takeover Code"), a person so entitled may request a hard copy of the Scheme Document and any information incorporated into it by reference to another source, free of charge, by contacting Neville Registrars Limited on 0121 585 1131 (or from outside of the UK, on +44 (0) 121 585 1131) between 9.00 a.m. to 5.00 p.m. Monday to Friday (London time) or by submitting a request in writing to Neville Registrars Limited, Neville House, Steelpark Road, Halesowen, West Midlands, United Kingdom, B62 8HD.

For persons who receive a copy of this letter and/or the Scheme Document in electronic form or via a website notification, a hard copy of such documents will not be sent and hard copies of information incorporated into this document by reference to another source will not be sent to any recipient of this letter, whether in hard copy or in electronic form or via a website notification, unless so requested. In accordance with Rule 30.3 of the Takeover Code, a person so entitled may also request that all future documents, announcements and information to be sent to them in relation to the Acquisition should be in hard copy form. Please note that Neville Registrars cannot provide any financial, legal or tax advice or advice on the merits of the Acquisition and calls may be recorded and monitored for security and training purposes.

Disclosure requirements of the Takeover Code

Under Rule 8.3(a) of the Takeover Code, any person who is interested in 1% or more of any class of relevant securities of an offeree company or of any securities exchange offeror (being any offeror other than an offeror in respect of which it has been announced that its offer is, or is likely to be, solely in cash) must make an Opening Position Disclosure following the commencement of the offer period and, if later, following the announcement in which any securities exchange offeror is first identified. An Opening Position Disclosure must contain details of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company and (ii) any securities exchange offeror(s). An Opening Position Disclosure by a person to whom Rule 8.3(a) applies must be made by no later than 3.30 p.m. (London time) on the 10th business day following the commencement of the offer period and, if appropriate, by no later than 3.30 p.m. (London time) on the 10th business day following the announcement in which any securities exchange offeror is first identified. Relevant persons who deal in the relevant securities of the offeree company or of a securities exchange offeror

prior to the deadline for making an Opening Position Disclosure must instead make a Dealing Disclosure.

Under Rule 8.3(b) of the Takeover Code, any person who is, or becomes, interested in 1% or more of any class of relevant securities of the offeree company or of any securities exchange offeror must make a Dealing Disclosure if the person deals in any relevant securities of the offeree company or of any securities exchange offeror. A Dealing Disclosure must contain details of the dealing concerned and of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company and (ii) any securities exchange offeror(s), save to the extent that these details have previously been disclosed under Rule 8. A Dealing Disclosure by a person to whom Rule 8.3(b) applies must be made by no later than 3.30 p.m. (London time) on the business day following the date of the relevant dealing.

If two or more persons act together pursuant to an agreement or understanding, whether formal or informal, to acquire or control an interest in relevant securities of an offeree company or a securities exchange offeror, they will be deemed to be a single person for the purpose of Rule 8.3.

Opening Position Disclosures must also be made by the offeree company and by any offeror and Dealing Disclosures must also be made by the offeree company, by any offeror and by any persons acting in concert with any of them (see Rules 8.1, 8.2 and 8.4).

Details of the offeree and offeror companies in respect of whose relevant securities Opening Position Disclosures and Dealing Disclosures must be made can be found in the Disclosure Table on the Panel's website at www.thetakeoverpanel.org.uk, including details of the number of relevant securities in issue, when the offer period commenced and when any offeror was first identified. You should contact the Panel's Market Surveillance Unit on +44 (0)20 7638 0129 if you are in any doubt as to whether you are required to make an Opening Position Disclosure or a Dealing Disclosure.