

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.

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

To WH Ireland employees and employee representatives.

Dear Colleague

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

On 27 November 2025, the boards of WH Ireland and Team made an announcement (the "**Rule 2.7 Announcement**") under Rule 2.7 of the City Code on Takeovers and Mergers (the "**Takeover Code**") confirming that they had reached agreement on the terms of a recommended offer for the entire issued and to be issued share capital of the Company (the "**Acquisition**"), which is expected to be implemented by way of a scheme of arrangement under Part 26 of the Companies Act 2006 (the "**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**"). Terms used in this letter and not defined in it have the meaning given to them in the Scheme Document.

The Scheme Document in respect of the Acquisition was sent, or made available, to WH Ireland Shareholders today.

The Company writes to inform you that in accordance with Rule 24.1(b)(i) of the Takeover Code, an electronic version of the Scheme Document along with various supporting documents are now available to access and download on the Company's website at <https://www.whirelandplc.com/offer-for-wh-ireland-group-plc/>.

This letter has been sent to you for your information. This letter is not to be taken as a summary of the information in the Scheme Document and should not be regarded as a substitute for reading the Scheme Document in full. For the avoidance of doubt, the content of the Company's website is not incorporated into, and does not form part of, this letter.

Simon Jackson

Company Secretary

For and on behalf of W.H. Ireland Group plc

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 Takeover Code, a person so entitled may request a hard copy of this letter, 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.

A hard copy of this letter or the Scheme Document will not be sent to you unless you so request it. You may also request that all future documents, announcements and information sent to you in relation to the Acquisition or any offer should be sent to you in hard copy form, again by writing to the address set out above or by calling the telephone number above.

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 Scheme Document 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 Scheme Document 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 Takeover 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.