

THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION. If you are in any doubt about the contents of this document and/or as to what action you should take, 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 a resident of the United Kingdom or, if not, from another appropriately authorised independent professional adviser. All Shareholders are advised to consult their professional advisers regarding their own tax position.

If you sell or transfer or have sold or otherwise transferred all of your registered holding of Ordinary Shares, please forward the circular from the Company dated 23 May 2025 (**Circular**), but not the accompanying personalised Form of Proxy, DNB Proxy Form or Tender Form, at once to the purchaser or transferee or to the bank, stockbroker or other agent through whom or by whom the sale or transfer was made, for delivery to the purchaser or transferee. However, neither the Circular nor any accompanying documents should be forwarded into or transmitted in or into any jurisdiction in violation of local securities law. If you have sold or transferred only part of your holding of Ordinary Shares, please contact your bank, stockbroker or other agent through whom or by whom the sale or transfer was made.

The Tender Offer is not being made, directly or indirectly, in or into, or by use of the mail, or by any means or instrumentality (including, without limitation, facsimile transmission, telex, telephone and email) of interstate or foreign commerce of, or any facilities of a national securities exchange of, any Restricted Jurisdiction and the Tender Offer cannot be accepted by any such use, means, instrumentality or facility or from within any Restricted Jurisdiction.

This Tender Form should be read in conjunction with the Circular, the terms and conditions of which form part of this Tender Form. Unless the context otherwise requires, the definitions used in the Circular apply in this Tender Form.

All of the below times refer to London, United Kingdom time unless otherwise specifically stated.

Benchmark Holdings plc

(incorporated and registered in England and Wales under number 04115910)

Tender Offer by Benchmark Holdings plc to purchase up to 226,934,325 Ordinary Shares up to a total amount of approximately £56.7 million

Tender Form

IF YOU HOLD ORDINARY SHARES VIA CREST YOU DO NOT NEED TO COMPLETE A TENDER FORM IN RESPECT OF THOSE ORDINARY SHARES, AND YOU SHOULD REFER TO PART 2 OF THE CIRCULAR ON HOW TO TENDER THOSE ORDINARY SHARES

DO NOT COMPLETE OR RETURN THIS TENDER FORM IF YOU DO NOT WISH TO TENDER ANY ORDINARY SHARES

The Tender Offer will only be available to Qualifying Shareholders and is only being made in respect of the number of Ordinary Shares registered in those Shareholders' names at such time and will close at 1.00 p.m. on the Election Return Time.

IF YOU WANT TO TENDER ANY OR ALL OF YOUR ORDINARY SHARES IN THE TENDER OFFER, PLEASE SEND THIS COMPLETED, SIGNED AND WITNESSED TENDER FORM, TOGETHER WITH ANY VALID SHARE CERTIFICATE(S) AND/OR OTHER DOCUMENT(S) OF TITLE IN RESPECT OF THE ORDINARY SHARES TENDERED, BY POST IN THE ACCOMPANYING REPLY PAID ENVELOPE (FOR USE IN THE UK ONLY) OR (DURING NORMAL BUSINESS HOURS ONLY) BY HAND TO THE RECEIVING AGENT AT CORPORATE ACTIONS, EQUINITY LIMITED, ASPECT HOUSE, SPENCER ROAD, LANCING, WEST SUSSEX BN99 6DA AS SOON AS POSSIBLE AND, IN ANY EVENT, SO AS TO BE RECEIVED NO LATER THAN 1.00 P.M. ON THE ELECTION RETURN TIME.

To participate in the Tender Offer, please complete page 3 of this Tender Form by following the corresponding instructions and further notes set out on pages 2 and 4 of this Tender Form. A Tender Form, once received by the Receiving Agent, will be irrevocable and cannot be withdrawn. The full terms and conditions of the Tender Offer are set out in the Circular.

Please read Part 2 (*Terms and Conditions of the Tender Offer*) of the Circular, the terms of which are incorporated into and form part of this Tender Form.

A Tender Form sent in an envelope postmarked in Australia, Canada, Japan, New Zealand, South Africa or in any other Restricted Jurisdiction or otherwise appearing to the Receiving Agent to have been sent from Australia, Canada, Japan, New Zealand, South Africa or from any other Restricted Jurisdiction may be rejected as an invalid tender.

If, in the Company's determination, (in its sole discretion), the Tender Form has not been validly completed, the tender may not be accepted as a valid tender.

Please read the Circular and this Tender Form carefully. If you have any questions with regard to the Tender Offer or on how to complete the Tender Form, please telephone the Receiving Agent on the shareholder helpline (Shareholder Helpline) on +44 (0)371 384 2050. Lines are open from 8.30 a.m. to 5.30 p.m. (London time) Monday to Friday (except English and Welsh public holidays). Please note that calls to the Shareholder Helpline numbers may be monitored or recorded for security and training purposes. Calls are charged at the standard geographic rate and will vary by provider. Calls to the Shareholder Helpline from outside the UK are chargeable at the applicable international rate. For legal reasons, the Receiving Agent will not be able to give advice on the merits of the Tender Offer or provide legal, financial or personal taxation advice and, accordingly, for such advice, you should consult your stockbroker, solicitor, accountant, bank manager or other independent financial adviser.

HOW TO COMPLETE THIS FORM

BALANCE OF ORDINARY SHARES

The number shown in Box A on page 3 is the total number of Ordinary Shares registered against your name(s) on the register of members of the Company at close of business on 15 May 2025. This is provided for information purposes only. The number of Ordinary Shares that can be tendered in the Tender Offer must not exceed the number of Ordinary Shares held by you at 6.00 p.m. on the Election Return Time.

There is no requirement for you to tender any Ordinary Shares in the Tender Offer.

CONTACT EMAIL AND TELEPHONE NUMBER

In Box B and C, please provide an email address and a daytime telephone number including your full dialling code, in case of queries relating to the completion of this Tender Form.

If you wish to tender Ordinary Shares in the Tender Offer, please complete Box 1A on page 3.

If you wish to tender a number of Ordinary Shares, insert such number in Box 1A. If you insert the word "ALL" in Box 1A, or leave Box 1A blank and you sign Box 2, you will be deemed to have accepted the Tender Offer in respect of all your Ordinary Shares held as at the Tender Offer Record Date.

SIGNING THE TENDER FORM

If you wish to participate in the Tender Offer, you must sign Box 2 on page 3, regardless of which other Box(es) you complete. In the case of a joint holding, all the joint holders must sign. Before signing Box 2, Shareholders should take particular note of paragraph 5 (*Effect of Tender*) of Part 2 (*Terms and Conditions of the Tender Offer*) of the Circular. **By signing this Tender Form, Shareholders will be deemed to have appointed the Company as their attorney and/or agent in respect of settlement of the purchase of Ordinary Shares by the Company pursuant to the Tender Offer.**

Each individual signing must do so in the presence of an independent witness, who must be 18 years of age or over and should not be one of the joint registered holders or otherwise have any financial interest in the relevant Ordinary Shares or in the proceeds resulting from completion of the Tender Offer. The witness should state his or her name and address and sign where indicated. The same person may witness the signature of each joint holder. If this Tender Form is not signed by the registered holder(s), insert the name(s) and the capacity (e.g., executor(s)) of the person(s) signing this Tender Form. You should deliver evidence of your authority in accordance with the section headed "Further Notes" on page 4.

A company incorporated in England and Wales or Scotland may affix its common seal, which should also be witnessed in accordance with its articles of association or other applicable regulation. Alternatively, a company to which the Companies Act 2006 applies may execute this Tender Form as a deed by two directors or by one director and the company secretary or by one director in the presence of a witness. If the holder is a company incorporated outside the UK, it may sign in accordance with the laws of its jurisdiction of incorporation.

CHANGE OF ADDRESS DETAILS / ALTERNATIVE ADDRESS

If your address as pre-printed at the top of page 3 has changed or is incorrect, please tick Box 3A and insert your new/correct address. If you want your consideration and/or other documents to be sent to someone other than the first named registered holder at the address set out at the top of page 3 (e.g. your bank manager or stockbroker), you should tick Box 3B and insert the new/correct address (but not an address in Australia, Canada, Japan, New Zealand, South Africa or in any other Restricted Jurisdiction). Unless you complete Box 3A or 3B and provide a new/alternative address in Box 3, your proceeds from the Tender Offer will be sent to the name(s) or address(es) shown on the top left of page 3.

ANY QUESTIONS/FURTHER COPIES OF THIS TENDER FORM

If you have any questions on how to complete this Tender Form or you need further copies of the Tender Form, please telephone the Shareholder Helpline, details of which are set out on the front cover of this Tender Form.

DO NOT COMPLETE AND RETURN THIS FORM IF YOU DO NOT WISH TO TENDER ANY ORDINARY SHARES

PLEASE FILL IN THIS FORM IN BLOCK CAPITALS IF YOU WISH TO TENDER ORDINARY SHARES

1. Shareholder Information and Tender

Name and Address of Registered Shareholder(s):	Number of Ordinary Shares held as at close of business on 15 May 2025: A:
	Contact email address in the event of a query: B:
	Daytime telephone number, in the event of a query: C:
	Shareholder Reference Number:

If you wish to tender some or all of your Ordinary Shares, insert such number in Box 1A.

BOX 1A	
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I/We the undersigned, having read the Circular, hereby tender to the Company, on the terms and subject to the conditions set out in the Circular and this Tender Form, Ordinary Shares as indicated in Box 1A above.

2. Execution as a deed by an individual / by a company

IMPORTANT. Each Shareholder who is an individual MUST SIGN IN THE PRESENCE OF AN INDEPENDENT WITNESS who must ALSO SIGN and print his or her name and address where indicated. The witness must be 18 years of age or older and must not be one of the registered holders. In the case of a joint holding, ALL joint holders must sign.

BOX 2A: Execution as a deed by individual(s) Signed and delivered as a deed by:		
Registered holder	Witness signature	
Joint registered holder	Witness signature	
Joint registered holder	Witness signature	
Joint registered holder	Witness signature	

Box 2B: Execution as a deed by a company Executed and delivered as a deed by the company named below:		
<input type="text"/> Name of company	Acting by: Name of Director	Signature of Director
	<input type="text"/>	<input type="text"/>
	Name of Director/Secretary/Witness*	Signature of Director/Secretary/Witness*
	<input type="text"/>	<input type="text"/>

*Delete as appropriate

3. Change of address / Alternative address

3A	<input type="checkbox"/>	Tick Box 3A if you are advising of a new / corrected address to which consideration or returned documents should be sent.
3B	<input type="checkbox"/>	Tick Box 3B if you are advising of an alternative address to which consideration or returned documents should be sent.
Name	<input type="text"/>	
House Number	<input type="text"/>	Post Code <input type="text"/>
House Details	<input type="text"/>	
<input type="checkbox"/>	Please tick this box if this Tender Form is a replacement Tender Form.	

FURTHER NOTES

1. IF THE PERSON NAMED AS REGISTERED HOLDER (BOX 1) IS AWAY FROM HOME (E.G. ABROAD OR ON HOLIDAY) OR WHERE A POWER OF ATTORNEY HAS BEEN GRANTED

You should send this Tender Form by the quickest means (such as air mail) to the holder, but do not send it to Australia, Canada, Japan, New Zealand, South Africa or to any other Restricted Jurisdiction. If a Shareholder has executed a power of attorney, the attorney may sign this Tender Form. The original power of attorney, (or a duly certified copy, as provided in the Powers of Attorney Act 1971) must be lodged with this completed Tender Form. Equiniti will note the power of attorney and return it as directed. No other signatures will be accepted.

2. IF THE SOLE REGISTERED HOLDER HAS DIED

If court confirmation, probate or letters of administration has/have been registered with Equiniti Limited at Aspect House, Spencer Road, Lancing, West Sussex BN99 6DA, this Tender Form must be executed by the personal representative(s) of the deceased in the presence of a witness, and lodged with Equiniti. If court confirmation, probate or letters of administration has/have been granted but have not been registered with Equiniti, the personal representative(s) should execute this Tender Form and forward it to Equiniti at the address above by post or (during normal business hours only) by hand. A copy of the court confirmation, probate or letters of administration must be lodged as soon as possible thereafter and, in any event, so as to be received by Equiniti by no later than 1.00 p.m. on the Election Return Time.

3. IF ONE OR MORE OF THE REGISTERED HOLDERS HAVE DIED

This Tender Form is valid if executed by all the surviving holders, each in the presence of a witness, and lodged with Equiniti at the address above, accompanied by the death certificate, court confirmation, probate or letters of administration in respect of the deceased joint holder.

4. IF YOUR SHARE CERTIFICATE(S) ARE HELD BY YOUR STOCKBROKER, BANK OR OTHER AGENT

If your share certificate(s) and/or other document(s) of title is/are with your bank, stockbroker or other agent, you should complete this Tender Form and, if the share certificate(s) and/or other document(s) of title is/are readily available, arrange for the Tender Form to be lodged (together with any valid share certificate(s) and/or other documents of title in respect of the Ordinary Shares tendered) by such agent with Equiniti at the address above. If the share certificate(s) and/or other document(s) of title is/are not readily available, you should lodge the Tender Form with Equiniti at the address above duly completed together with a note saying "share certificate(s) and/or other document(s) of title to follow" and arrange for the share certificate(s) and/or other document(s) of title to be forwarded to Equiniti as soon as possible thereafter. It will be helpful for your agent to be informed of the full terms of the Tender Offer. All documentation must be received by Equiniti by no later than 1.00 p.m. on the Election Return Time.

5. IF YOU HAVE LOST ANY OF YOUR SHARE CERTIFICATE(S) AND/OR OTHER DOCUMENT(S) OF TITLE

You should complete the Tender Form and send it together with a letter of explanation to Equiniti at the address above. You should then either call the Shareholder Helpline, details of which are set out on the front cover of this Tender Form, or contact Equiniti for a template letter of indemnity which should be completed and returned in accordance with the instructions given. All documentation must be received by Equiniti by no later than 1.00 p.m. on the Election Return Time.