

Company Registration No. 11727093

THE COMPANIES ACT 2006

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COMPANY LIMITED BY SHARES

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WRITTEN RESOLUTION  
of  
TES TOPCO LIMITED  
(the "Company")

1 February 2022 (the "Circulation Date")

We, the undersigned, being the persons who at the Circulation Date have the right to attend and vote at a general meeting of the Company, and having the right to exercise no less than seventy-five per cent of the votes which may be cast at a general meeting of the Company, hereby irrevocably resolve in accordance with Chapter 2 of Part 13 of the Companies Act 2006 (as amended) (the "2006 Act") and agree that the following special resolution shall for all purposes be as valid and effective as if it had been passed as at a general meeting of the Company duly convened and held:

SPECIAL RESOLUTION

THAT article 10.3 of the articles of association of the Company be amended by the addition of the following after "Exit": "save that none of the Preference Shares shall be redeemed pursuant to a Sale occurring on or prior to 2 February 2022". The amended articles of association of the Company are appended hereto at Annex 1.

[Signatures pages follow]

DocuSigned by:  
  
.....439FF41FFB3C43Q.....  
signed for and on behalf of  
TES HOLDINGS S.À R.L.

Name: Sinisa Krnic

Date: 1 February 2022

DocuSigned by:  
*Paul Simpson*  
.....  
962571473908462..  
PAUL SIMPSON

By OCORIAN LIMITED

(acting in its capacity as trustee of the Tes Equity Plan Employee Trust)

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Name:

Title: Authorised Signatory

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Name:

Title: Authorised Signatory

## NOTES

- 1 Please indicate your voting intentions by signing and dating this document and returning it to the Company using one of the following methods:

By Hand: delivering the signed copy to Douglas Collins at 110 Fetter Lane, London, EC4A 1AY.

Post: returning the signed copy by post to Douglas Collins at 110 Fetter Lane, London, EC4A 1AY.

E-mail: by attaching a scanned copy of the signed document to an e-mail and sending it to [douglas.collins@weil.com](mailto:douglas.collins@weil.com). Please enter "Written resolution of Tes Topco Limited" in the e-mail subject box.

If you do not agree with the resolution, you do not need to do anything: you will not be deemed to agree if you fail to reply.

- 2 Once you have indicated your agreement to a resolution, you may not revoke your agreement.
- 3 If you are signing this document on behalf of a person under a power of attorney or other authority please send a copy of the relevant power of attorney or authority when returning this document.
- 4 The period for agreeing to the written resolution is the period of 28 days beginning with the Circulation Date (noted above) in accordance with section 297 of the Act.
- 5 A copy of this resolution has been sent to the Company's auditors.