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The Directors
Caribou Bidco Limited
Building 3
St Paul's Place
Norfolk Street
Sheffield
S1 2JE

20 February 2024

Dear Sirs,

Guarantee Agreement of TES TOPCO LIMITED registered with company number 11727093) (Company) under section 479C of the Companies Act 2006

We, being the Parent company, Caribou Bidco Limited (company registration number 13472680), agree, for the purposes of section 479C of the Companies Act 2006, to guarantee all outstanding liabilities to which the Company (TES Topco Limited, company registration number 11727093) is subjected to at the end of the financial year ending 31 August 2023, until they are satisfied in full.

Further, we agree that this guarantee is enforceable against, the Parent, by any person to whom the Company is liable.

Signed by Paul Simpson for and on
behalf of Caribou Bidco Limited
(Parent)

Date

20 February 2024

