

THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION

If you sell or otherwise transfer or have sold or otherwise transferred all of your EQTEC plc Ordinary Shares ("Shares"), please forward this Circular and the accompanying Form of Proxy to the purchaser or transferee of such Shares or to the stockbroker, or other agent through whom the sale or transfer is/was effected for onward transmission to the purchaser or transferee.

EQTEC plc

(Incorporated in Ireland under the Companies Act 2014 with registered number 462861)

Change of Name

**Proposed Increase in Authorised Share Capital and Related Amendment to the
Constitution, Renewal of Share Allotment and Pre-Emption Disapplication
Authorities
and
Notice of Extraordinary General Meeting**

Notice of the Extraordinary General Meeting of EQTEC plc to be held at the offices of Philip Lee LLP, Connaught House, One Burlington Road, Dublin 4, D04 C5Y6, Ireland at 12.00 noon on 12 February 2026 is set out at the end of this document and a Form of Proxy for use at the Extraordinary General Meeting accompanies this document. The action to be taken in respect of the Extraordinary General Meeting is set out in the letter from the Chairman of the Company contained in this document.

Shareholders whose name appears on the register of members of the Company (i.e. those shareholders who hold their shares in book-entry form and who do not hold their interests in shares through the Euroclear system or as CREST Depository Interests ("CDIs") through the CREST system) can appoint a proxy to attend, speak and vote at the EGM by completing and returning the enclosed Form of Proxy. To be valid, the Forms of Proxy, completed in accordance with the instructions printed thereon, must be returned to the Company's Registrar, MUFG CM as soon as possible but in any event as to be received by no later than 12:00 noon on 10 February 2026.

Persons who hold their interests in ordinary shares as Belgian law rights through the Euroclear system or as CDIs should consult with their custodian, stockbroker or other intermediary at the earliest opportunity for further information on the processes and timelines for submitting proxy votes for the EGM through the respective systems. For voting services offered by custodians holding Irish corporate securities directly with Euroclear Bank SA/NV ("Euroclear Bank"), please contact your custodian. Persons holding through the EB System or CREST will also need to comply with any additional voting deadlines imposed by the respective service offerings. All relevant persons are recommended to consult with their stockbroker or other intermediary at the earliest opportunity.

The appointment of a proxy will not prevent you from attending in person at the EGM, or any adjournment thereof, should you wish to do so.

Further instructions on how to appoint a proxy are set out in the notes to the notice of EGM and on the Form of Proxy.

This document is dated 21 January 2026.

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EXPECTED TIMETABLE OF PRINCIPAL EVENTS

Date of this Document and Form of Proxy	21 January 2026
Latest time and date for receipt of Forms of Proxy	12.00 noon 10 February 2026
Extraordinary General Meeting	12.00 noon 12 February 2026
Announcement of the Results of the Extraordinary General Meeting	12 February 2026

Note

Unless otherwise stated, all references in this document are to Dublin time. The dates given are based on the Directors expectations and may be subject to change. Any change to the timetable will be notified to the London Stock Exchange and to the market via a regulatory announcement.

DEFINITIONS

In this document and in the Form of Proxy the following expressions have the following meanings.

“AIM”	the AIM market of the London Stock Exchange;
“AIM Rules”	the rules for AIM companies issued by the London Stock Exchange governing the admission to and the operation of AIM, as amended or re-issued from time to time;
“Articles of Association” or “Articles”	the articles of association of the Company as amended from time to time and filed with the Registrar of Companies;
“Business Day	a day (other than Saturdays, Sundays, public holidays or bank holidays) on which banks are generally open for normal business in Ireland;
“Capital Expansion”	the expansion of the Company’s share capital in the matter proposed in the Chairman’s Letter and associated increase in the authorised share capital and related amendment to the Constitution, renewal of share allotment and pre-emption disapplication authorities;
“Circular” or “Document”	this document dated 21 January 2026 containing information about the Resolutions and the Notice of Extraordinary General Meeting;
“Company” or “EQTEC”	EQTEC plc;
“Companies Act”	the Companies Act 2014 of Ireland as amended;
“Constitution”	the Company’s memorandum and articles of association, as amended from time to time
“Extraordinary General Meeting” or “EGM”	the extraordinary general meeting of the Company convened for 12 February 2026 to approve the Resolutions
“EUI”	Euroclear UK & International Limited, the operator of the CREST System;
“Form of Proxy”	means the form of proxy for use at the EGM which accompanies this document;
“Group” or “EQTEC Group”	the Company and its subsidiary undertakings;
“Ireland”	Ireland, excluding for the avoidance of doubt, Northern Ireland;
“MUFG CM” or “Registrars”	MUFG Corporate Markets, the Company’s registrars, who have their registered office at Suite 149, The Capel Building, Mary’s Abbey, Dublin 7, D07 DP79, Ireland;
“Ordinary Shares”	the ordinary shares of €0.0001 each in the capital of the Company;
“Proposed Change of Name”	the proposed change of name of the Company to Forgent public limited company;
“Resolutions”	the shareholder resolutions to be voted upon by Shareholders at the EGM;
“Shareholders”	holders of shares with voting rights (of any class) in the capital of the Company;
“UK” or “United Kingdom”	the United Kingdom of Great Britain and Northern Ireland;

“UK Listing Authority” or “UKLA”

the Financial Conduct Authority acting in its capacity as the competent authority for the purposes of Part VI of the Financial Services and Markets Act 2000.

LETTER FROM THE CHAIRMAN OF EQTEC PLC
(Incorporated in Ireland under the Companies Act 2014 registered number 462861)

Directors

David Palumbo (Non-executive Chairman)
James Parsons (CEO)
Brian Cole (Non-executive Director)

Head and Registered Office

Building 1000
Citygate
Mahon
Cork
Ireland

21 January 2026

To the Shareholders of EQTEC plc and, for information only, to the holders of warrants, and options over Ordinary Shares.

Dear Shareholder,

Increase in Authorised Share Capital and Related Amendment to the Constitution, Renewal of Share Allotment and Pre-Emption Disapplication Authorities and Proposed Change of Name

Notice of Extraordinary General Meeting

1. Introduction

The purpose of this document is to provide notice of the Extraordinary General Meeting of the Company to be held at the offices of Philip Lee LLP, Connaught House, One Burlington Road, Dublin 4, D04 C5Y6, Ireland at 12.00 noon on 12 February 2026 and details regarding the proposed Capital Expansion and explain why the Board believes this is in the best interests of EQTEC plc and its Shareholders.

The Capital Expansion is conditional on, among other things, the passing of the Resolutions by Shareholders at the EGM. The formal notice of EGM is set out at the end of this document, and a Form of Proxy is also enclosed for you to complete, sign and return.

The Board considers that the Capital Expansion is in the best interests of the Shareholders taken as a whole and unanimously recommends that Shareholders vote in favour of the Resolutions to be proposed at the Extraordinary General Meeting.

2. Background and reasons for the Capital Expansion and Proposed Change of Name

The Ordinary Shares have for some time been trading on AIM at a price which, when necessary, fundraises and allotments occur, rapidly deplete the amount of authorised share capital remaining to be issued. Accordingly, the flexibility and ability of the Company to raise funds by way of the issue of further equity has been critically inhibited and restricted. The increase in share capital and the specific authorities are required to ensure that the Company has the necessary capacity to issue new shares to broaden its future expansion strategy as set out below.

The Board also proposes to change the name of the Company to Forgent plc and that, consequently, the Constitution be amended accordingly, subject to approval of Shareholders at the EGM. The rationale behind the Proposed Change of Name is to give the Company a clearer identity following the adoption of the expanded strategy set out below. The Resolution relating to the Proposed Change of Name and the associated amendment to the Constitution is numbered 5.

Accordingly, the Directors are seeking Shareholders' authority to implement the Capital Expansion and Proposed Change of Name.

Expanded Strategy of EQTEC

The Company intends to build on its gasification foundation with a vertically integrated, capital-light strategic expansion into complementary assets central to global electrification, supported by constructive lender engagement on the progressive strategy.

Waste-to-value Technology Platform

EQTEC's proprietary gasification technology, which converts waste and low-value biomass into syngas, power, heat and renewable fuels without incineration, remains the cornerstone and focus of the Company's long-term

strategy. The technology addresses three structural market needs simultaneously: decarbonisation, landfill diversion and energy security.

The Board remains confident that, over time, a portfolio of commissioned reference plants will unlock scalable, repeatable commercial returns. With several material project wins anticipated near-term, the Company is now building on this foundation by seeking to add complementary exposure to circular economy materials which are central to global electrification, introducing the potential for earlier cash-flow inflection points while the gasification pipeline matures.

Progressive Strategy: Supply Chain Exposure

EQTEC is expanding into the acquisition and development of capital-light resource assets, targeting exposure to critical and precious metals central to global electrification, including copper, gold, rare earth elements and specialty resources essential to grid infrastructure and the energy transition, while progressing with its core strategy, gasification technology. Recent leadership appointments with extractive industry backgrounds have enabled the acceleration of this strategic broadening.

The strategic rationale includes:

- Shared end markets: Critical metals and EQTEC's gasification technology serve the same structural demand drivers; renewable power, electrification and energy storage. The Company's waste-to-value solutions support distributed, low-carbon generation; critical metals supply the infrastructure those systems require.
- Circular economy coherence: Both business lines align with circular economy principles. Gasification diverts waste and displaces fossil fuels; responsibly developed metals enable the hardware underpinning decarbonisation.

Together, they position EQTEC across complementary segments of the energy transition value chain.

Rationale: Near-Term Cash Flow, Disciplined Entry

The Company believes that selective exposure to resources complementary to its core strategy can provide multiple new value-creation and cash-flow inflection points during the period in which gasification projects progress from development to full operational scale. For example, critical metals assets typically offer shorter development timelines, defined operational milestones and earlier revenue generation than large-scale infrastructure projects. For EQTEC, this vertically integrated strategy creates the potential for multiple cash-flow inflection points during the period in which gasification projects progress toward full commercial operation with recurring revenues.

EQTEC will prioritise sustainable opportunities that are:

- Cash generative or near-term production
- Capital-light at entry with limited upfront commitment
- Situated in established, lower-risk mining jurisdictions
- Positioned for value uplift through operational discipline

The Company already has an active pipeline under evaluation.

Board update

David Palumbo informed the Board that, following the proposed strategic expansion of EQTEC's activities, he believed the time was right to transition the Chairmanship to a successor with direct experience across both technology and complementary asset resources. Mr Palumbo has therefore transitioned to Non-executive Chairman, effective 14 January 2026, and remains as Chairman until a suitable appointment is made, ensuring continuity and an orderly handover.

Outlook

As announced on 24 November 2025, the Company is engaged in ongoing discussions with its existing lenders and its significant shareholder, Rebel Ion Limited, regarding its current debt position and potential future funding solutions. While these discussions continue, the Company has agreed with the existing lenders a further extension of the maturity date of the £0.7 million convertible loan to 28 February 2026.

The Company confirms that its lenders are supportive of the proposed strategic expansion outlined above and that it is in advanced discussions with them regarding a comprehensive restructuring of the Company's existing debt facilities with the objective of materially deleveraging the balance sheet, improving liquidity and aligning the

capital structure with the Company's focus on developing a complementary near-term cash-flow profile alongside its longer-term growth objectives.

These discussions are ongoing and there can be no certainty as to final terms or achievement of a definitive restructuring; however, the Board believes that the alignment between lenders and the Company on its broadened strategy is constructive and supportive.

Financial situation

As previously announced on 24 November 2025, the Company requires additional funding to meet its short-term working capital obligations. Accordingly, on 23 December 2025 the Company drew down a further £75,000 (gross) under the convertible loan facility ("CLF") announced on 24 October 2025 while it continued to explore strategic funding options. The Company also agreed with the existing lenders a further extension of the maturity date of the £0.7 million convertible loan to 28 February 2026. The Company's actions to conserve cash whilst discussions continue, together with the drawdown from the CLF, has further extended the Company's cash runway and it is now forecast to last, with the continued support of creditors, until the end of February 2026, in line with the extension of the convertible loan.

Proposed Share Capital Increase, Renewal of Share Allotment Authorities and Proposed Name Change

Shareholders are being asked to approve a series of resolutions relating to the Capital Expansion and Proposed Change of Name. Resolution 1 seeks approval to increase the authorised share capital of the Company by €1,500,000 to €226,500,000 through the creation of an additional 15,000,000,000 new ordinary shares of €0.0001 each, ranking pari passu in all respects with the existing ordinary shares in the capital of the Company. Resolution 2, which is conditional upon the passing of Resolution 1, proposes the adoption of a revised Constitution to reflect this increased authorised share capital. Resolution 3 seeks approval by ordinary resolution to authorise the Directors to allot shares up to an aggregate nominal value of €1,100,000, representing 11,000,000,000 Shares, Resolution 4 seeks approval by special resolution to disapply statutory pre-emption rights in respect of such allotments for cash, up to the same nominal value and Resolution 5 seeks approval for the Proposed Name Change and associated amendment to the Constitution. The authorities under Resolution 3 and 4 are required specifically to ensure that the Company has the necessary capacity to issue shares that may become issuable pursuant to its current financial situation and its broadened expansion strategy. The authorities sought under Resolutions 3 and 4 will expire at the close of business on the date of the next AGM of the Company, unless previously renewed, varied or revoked.

Rebel Ion Limited which is interested in an aggregate of 191,882,353 Ordinary Shares representing approximately 18.25% of the issued share capital of the Company as at the date of this document, has given an irrevocable undertaking to the Company to vote all such Ordinary Shares in favour of the Resolutions to be proposed at the Extraordinary General Meeting as set out in this Circular.

Your attention is drawn to paragraph 6 which provides a recommendation from the Directors in relation to the Resolutions.

3. Extraordinary General Meeting

Set out at the end of this document is a notice convening the Extraordinary General Meeting to be held on 12 February 2026 at 12.00 noon in the offices of Philip Lee LLP, Connaught House, One Burlington Road, Dublin 4, D04 C5Y6, Ireland at which the Resolutions will be proposed.

Shareholders wishing to vote but who are unable to attend the Extraordinary General Meeting in person, are urged to appoint the Chairman of the meeting as their proxy, in accordance with the relevant instructions on the Form of Proxy, and to submit their Form of Proxy so as to be received as soon as possible and by no later than 12:00 noon on 10 February 2026. This will ensure that your vote will be counted even if you are unable to attend in person.

4. The Resolutions

Resolution 1

Approval of the Shareholders is requested to increase the authorised share capital of the Company to €226,500,000 by the creation of an additional 15,000,000,000 new ordinary shares of €0.0001 each, such new ordinary shares ranking pari passu in all respects with the existing issued and authorised ordinary shares of €0.0001 each in the capital of the Company.

Resolution 2

Subject to and conditional upon the passing of Resolution 1 above, approval of shareholders is requested by special resolution that the constitution produced to the meeting and initialled by the Chairman of the meeting for the purposes of identification be adopted as the new constitution of the Company in substitution for and to the exclusion of the existing constitution of the Company.

Resolution 3

Approval of the Shareholders is requested by way of an ordinary resolution, to authorise the Directors to issue Ordinary Shares up to an aggregate nominal value equal to €1,100,000. This authority shall expire at the close of business on the date of the next AGM of the Company unless previously renewed, varied or revoked by the Company.

Resolution 4

Approval of Shareholders is required by special resolution to authorise the Directors' authority to disapply the statutory pre-emption provisions relating to the issue of new shares for cash up to the aggregate nominal value of €1,100,000. This authority shall expire at the close of business on the date of the next AGM of the Company unless previously renewed, varied or revoked by the Company.

Resolution 5

Subject to the approval of the Registrar of Companies that the Company name be and is hereby changed to Forgent plc and that consequently the constitution of the Company be amended accordingly.

5. Action to be taken by Shareholders

A Form of Proxy for use at the Extraordinary General Meeting is enclosed. Whether or not you intend to be present at the Extraordinary General Meeting, you are requested to complete, sign and return the Form of Proxy in accordance with the instructions thereon.

For Shareholders whose name appears on the register of members of the Company (i.e. those shareholders who hold their shares in book-entry form and who do not hold their interests in shares through the Euroclear system or as CREST Depositary Interests ("CDIs") through the CREST system), your proxy may be submitted by post, and returning it to the Company's Registrar Link Registrars Limited at P.O. Box 7117, Dublin 2, Ireland (if delivered by post) or at Link Registrars Limited, Suite 149, The Capel Building, Mary's Abbey, Dublin 7, D07 DP79, Ireland (if delivered by hand) so as to arrive no later than 12.00 noon on 10 February 2026. The return of the Form of Proxy will not prevent you from attending the Extraordinary General Meeting and voting in person should you wish to do so.

Persons who hold their interests in ordinary shares as Belgian law rights through the Euroclear system or as CDIs should consult with their custodian, stockbroker or other intermediary at the earliest opportunity for further information on the processes and timelines for submitting proxy votes for the EGM through the respective systems. For voting services offered by custodians holding Irish corporate securities directly with Euroclear Bank SA/NV ("Euroclear Bank"), please contact your custodian.

To be effective, all proxy voting instructions (whether submitted directly or through the EB System or CREST) together with any power of attorney or other authority under which it is executed, or a notarially certified copy thereof, must be received by the Company's Registrars, no later than 12.00 noon on 10 February 2026. However, persons holding through the EB System or CREST will also need to comply with any additional voting deadlines imposed by the respective service offerings. All relevant persons are recommended to consult with their stockbroker or other intermediary at the earliest opportunity.

6. Board Recommendations

The Directors consider the Resolutions proposed at the EGM to be in the best interests of the Company and its Shareholders as a whole. Accordingly, the Directors unanimously recommend that Shareholders vote in favour of each of the Resolutions set out in this EGM Notice, as they intend to do in respect of their beneficial holdings.

Yours sincerely

David Palumbo

Chairman

NOTICE OF EXTRAORDINARY GENERAL MEETING EQTEC PUBLIC LIMITED COMPANY (the Company")

NOTICE IS HEREBY GIVEN that the Extraordinary General Meeting (EGM) of the Company will be held at the offices of Philip Lee LLP, Connaught House, One Burlington Road, Dublin 4, D04 C5Y6, Ireland at 12.00 noon on 12 February 2026 to consider and, if thought fit, pass the resolutions below.

Resolutions 1 and 3 will be proposed as ordinary resolutions and resolutions 2, 4 and 5 will be proposed as special resolutions.

Increase in authorised share capital

1. **THAT** the authorised share capital of the Company be increased to €226,500,000 by the creation of an additional 15,000,000,000 new ordinary shares of €0.0001 each, such new ordinary shares ranking pari passu in all respects with the existing issued and authorised ordinary shares of €0.0001 each in the capital of the Company.

Amendments to Constitution

- 2 **THAT** subject to and conditional upon the passing of Resolution 2 above, the constitution of the Company produced to the meeting and initialled by the Chairman of the meeting for the purposes of identification be adopted as the new constitution of the Company in substitution for and to the exclusion of the existing constitution of the Company.

Authority to allot shares

- 3 **THAT** the Directors are hereby generally and unconditionally authorised pursuant to Section 1021 of the Companies Act 2014 to exercise all powers of the Company to allot relevant securities (within the meaning of Section 1021 of the Companies Act 2014) up to an aggregate nominal amount equal to €1,100,000. The authority hereby conferred shall expire at the conclusion of the next annual general meeting of the Company (unless previously renewed, varied or revoked by the Company in a general meeting) provided that the Company may before such expiry make an offer or agreement which would or might require relevant securities to be allotted after such expiry and the Directors may allot relevant securities in pursuance of such offer or agreement notwithstanding that the authority hereby conferred has expired.

Disapplication of Pre-emption rights

- 4 **THAT** the Directors of the Company are hereby empowered pursuant to section 1022 and section 1023(3) of the Companies Act 2014 to allot equity securities (within the meaning of said section 1023) for cash pursuant to the authority conferred by Resolution 2 above as if section 1022 (1) of the said Act did not apply to any such allotment up to an aggregate nominal amount of €1,100,000, provided that this power shall expire on the conclusion of the next annual general meeting of the Company unless and to the extent that such authority is renewed, revoked or extended prior to such date, save that the Company may before such expiry make an offer or arrangement which would or might require securities to be allotted after such expiry and the Directors may allot equity securities in pursuance of such an offer or agreement as if the power conferred by this resolution has not expired.

Change of name

- 5 **THAT** subject to and conditional upon the approval of the Registrar of Companies that the Company name be and is hereby changed to Forgent plc and that, consequently, the constitution of the Company be amended and adopted accordingly to reflect the new name.

*DATED THIS 21TH DAY OF JANUARY 2026
BY ORDER OF THE BOARD
GERRY MADDEN
COMPANY SECRETARY*

REGISTERED OFFICE: BUILDING 1000, CITY GATE, MAHON, CORK.
REGISTERED IN CORK, IRELAND - NO. 462861

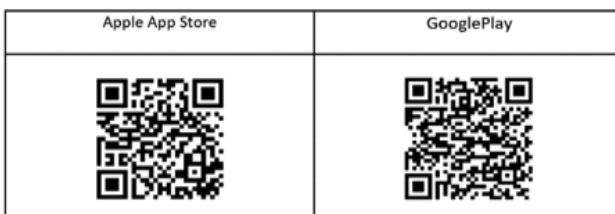
NOTES

ENTITLEMENT TO ATTEND AND VOTE

1. The Company, pursuant to Section 1087G of the Companies Act 2014, specifies that only those persons holding Ordinary Shares in the capital of the Company registered in the register of members of the Company at 7.00 p.m. on 8 February 2026 or if the EGM is adjourned, at 7.00 p.m. on the day that falls four days before the date appointed for the adjourned meeting (for the purpose of these notes only, "Shareholders") shall be entitled to attend, speak, ask questions and in respect of the number of Ordinary Shares registered in their name, vote (by proxy) at the meeting, or if relevant, any adjournment thereof. Changes in the register after that time and date will be disregarded in determining the right of any person to attend and/or vote at the meeting or any adjournment thereof.
2. A member entitled to attend, speak, ask questions and vote at the Extraordinary General Meeting is entitled to appoint a proxy as an alternative to attend, speak, ask questions and vote instead of him/her. A proxy need not be a member of the Company. The deposit of an instrument of proxy will not preclude a member from attending the Extraordinary General Meeting or at any adjournment thereof. Should you wish to appoint more than one proxy, please read carefully the explanatory notes accompanying the Form of Proxy. Holders of CREST Depository Interests ("CDIs") ("CDI Holders") and/or participants of the Euroclear Bank SA/NV ("Euroclear Bank") system (the "EB System") ("EB Participants") wishing to attend, speak or ask questions at the EGM must arrange to have themselves appointed as their own proxy as explained in notes 3 and 4 respectively below.
3. As a member, you can exercise your right to vote in the following ways:
 - (a) by appointing the Chairman or another person as a proxy to vote on your behalf;
 - (b) CDI Holders may (i) send electronic voting instructions to Euroclear Bank via Broadridge Financial Solutions Limited ("Broadridge"); or (ii) appoint a proxy via the Broadridge Global Proxy Voting service; or
 - (c) EB Participants may (i) send electronic voting instructions to Euroclear Bank; or (ii) send a proxy voting instruction to Euroclear Bank to appoint the Chairman or a third party (other than the Chairman of the meeting) to vote at the meeting.
4. Persons who hold their interests in the ordinary shares of the Company (the "Ordinary Shares") as Belgian law rights through the EB System or as CDIs should consult with their stockbroker or other intermediary at the earliest opportunity for further information on the processes and timelines for submitting proxies and voting instructions for the EGM through the respective systems.
5. All resolutions at the EGM will be put to a poll. Pursuant to Section 190(b) of the Companies Act 2014, where a poll is taken at the EGM, a Shareholder, present in person or by proxy, holding more than one share need not cast all his/her votes in the same way.
6. A vote withheld is not a vote in law and will not be counted in the calculation of the proportion of the votes for and against a resolution.
7. In the case of joint holders, the vote of the senior who tenders a vote, whether in person or by proxy, will be accepted to the exclusion of the votes of the other registered holder(s) and, for this purpose, seniority will be determined by the order in which the names stand in the register of members of the Company.

APPOINTMENT OF PROXY

8. For Shareholders whose name appears on the register of members of the Company (being those who hold their shares in book entry form), your proxy may be submitted by post, by completing the enclosed Form of Proxy and returning it to the Company's Registrar, MUFG CM, at P.O. Box 7117, Dublin 2, Ireland (if delivered by post) or at MUFG CM, Suite 149, The Capel Building, Mary's Abbey, Dublin 7, D07 DP79, Ireland (if delivered by hand).
9. Additionally, MUFG CM has launched a shareholder app: Vote+. It's free to download and use and gives Shareholders the ability to access their shareholding record at any time and allows users to submit a proxy appointment quickly and easily online rather than through the post. The app is available to download on both the Apple App Store and Google Play, or by scanning the relevant QR code below.



10. Persons who hold their interests in ordinary shares as Belgian law rights through the Euroclear system or as CDIs should see notes 11 to 15 below and consult with their custodian, stockbroker or other intermediary

at the earliest opportunity for further information on the processes and timelines for submitting proxy votes for the EGM through the respective systems.

11. For voting services offered by custodians holding Irish corporate securities directly with Euroclear Bank SA/NV ("Euroclear Bank"), please contact your custodian.

FURTHER INFORMATION FOR EB PARTICIPANTS

12. Participants in the Euroclear system ("EB Participants") can submit proxy appointments (including voting instructions) electronically in the manner described in the document issued by Euroclear Bank entitled "Euroclear Bank as issuer CSD for Irish corporate securities – Service description." (as amended or replaced from time to time) and available on the Euroclear Bank website (www.euroclear.com) (the "Euroclear Bank Service Description").
13. EB Participants can send electronic voting instructions to instruct the sole registered shareholder of all Ordinary Shares held through the Euroclear system, Euroclear Nominees Limited ("Euroclear Nominees") on how to vote.
14. In following instructions from EB Participants, Euroclear Nominees will either vote itself or appoint the Chair as proxy, in respect of all or specific resolution(s) to:
 - (a) vote in favour;
 - (b) vote against;
 - (c) abstain; or
 - (d) give a discretionary vote to the Chair.
15. Euroclear Bank will, wherever practical, aim to have a voting instruction deadline of one (1) hour prior to the Company's proxy appointment deadline (being 48 hours before the relevant meeting).
16. Voting instructions cannot be changed or cancelled after Euroclear Bank's voting deadline. There is no facility to offer a letter of representation/appoint a corporate representative other than through the submission of third party proxy appointment instructions.

FURTHER INFORMATION FOR HOLDERS OF CDIs

17. Euroclear UK & International Limited ("EUI"), the operator of the CREST system has arranged for voting instructions relating to the CDIs held in CREST to be received via a third party service provider, Broadridge Financial Solutions Limited ("Broadridge"). CDI holders can complete and submit electronic voting instructions or proxy appointment instructions electronically through Broadridge.
18. If you hold CDIs and wish to submit electronic voting instructions or proxy appointment instructions you must use the Broadridge Global Proxy Voting service. To avail of the voting service, you will need to complete the Meetings and Voting Client Set-up Form (CRT408) prescribed by Broadridge. Completed application forms should be returned to EUI (signed by an authorised signatory with another relevant authorised signatory copied for verification purposes) to the following email address: eui.srd2@euroclear.com. Fully completed application forms will be shared by EUI with Broadridge. This will enable Broadridge to contact you and share further detailed information on the service offering and initiate the process for granting your access to the Broadridge platform.
19. Broadridge will set a voting deadline by which time electronic voting instructions or proxy appointment instructions must be received by it for use at the EGM. Broadridge's voting deadline will be earlier than Euroclear Bank's voting instruction deadline. Voting instructions cannot be changed or cancelled after Broadridge's voting deadline.

DEADLINES FOR RECEIPT BY THE COMPANY OF PROXY VOTING INSTRUCTIONS

19. To be effective, all proxy voting instructions (whether submitted directly or through the EB System or CREST) together with any power of attorney or other authority under which it is executed, or a notarial certified copy thereof, must be received by the Company's Registrars, MUFG CM, at P.O. Box 7117, Dublin 2, Ireland (if delivered by post) or to MUFG CM, Suite 149, The Capel Building, Mary's Abbey, Dublin 7, D07 DP79, Ireland (if delivered by hand during normal business hours) not less than 48 hours before the time appointed for the holding of the meeting (i.e. by 12.00 noon on 10 February 2026) or any adjournment thereof. However, persons holding through the EB System or CREST will also need to comply with any additional voting deadlines imposed by the respective service offerings. All relevant persons are recommended to consult with their stockbroker or other intermediary at the earliest opportunity.