

Shareholders' Deeds of Release

THIS DEED POLL is made on 15 May 2026 by:

The **UNITE Group plc**, a company registered in England and Wales having its registered office at 1st Floor, Welcome Building, Avon Street, Bristol BS2 0PS and with registered number 03199160 (the "Company") in favour of the Recipient Shareholders (as defined below).

Whereas:

(A) As explained in the Notice of Annual General Meeting addressed to the shareholders of the Company dated 13 March 2026 that is appended to this deed poll, the Directors became aware of a technical issue in respect of the payment of the Company's 2023, 2024 and 2025 interim dividends (the "Interim Dividends") with these payments made in excess of the Company's distributable reserves shown in the respective latest annual accounts for each such interim dividend, and the Company did not prepare and file at Companies House interim accounts in respect of each interim dividend in contravention of the Companies Act 2006 (the "Act").

(B) The Company has been advised that, as a consequence of the Interim Dividends being paid otherwise than in accordance with the Act, it may in certain circumstances have claims against past and present shareholders who were recipients of the Interim Dividends (or their personal representatives (and their successors in title) if they are deceased) (the "Recipient Shareholders").

(C) In accordance with a resolution passed by the Company's shareholders on 15 May 2026, the Company proposes to waive and release any and all claims which it has or may have in respect of each of the Interim Dividends against the Recipient Shareholders and wishes to enter into this deed poll in favour of the Recipient Shareholders in order to effect the same.

This deed poll witnesses as follows:

1. Release

To the extent permitted by law, the Company unconditionally and irrevocably waives and releases the Recipient Shareholders from any and all liability that the Recipient Shareholders have or may have to the Company and all claims and demands the Company has or may have against them in connection with the receipt by them of each of the Interim Dividends.

2. Governing law and jurisdiction

2.1 This Deed Poll and all matters including non-contractual obligations arising out of or in connection with it are governed by English law.

2.2 The courts of England have exclusive jurisdiction to settle any dispute arising out of or in connection with this Deed Poll (including a dispute relating to the existence or validity of this Deed Poll or any non-contractual obligation arising out of or in connection with this Deed Poll).

IN WITNESS whereof this Deed Poll has been duly executed and delivered on the date first above written.

SIGNATURES

EXECUTED as a DEED POLL

by **The UNITE Group plc**

acting by

Director.....

Director.....

Directors' Deeds of Release

THIS DEED POLL is made on 15 May 2026 by:

The UNITE Group plc, a company registered in England and Wales having its registered office at 1st Floor, Welcome Building, Avon Street, Bristol BS2 0PS and with registered number 03199160 (the "Company") in favour of certain directors of the Company, being Richard Huntingford, Joe Lister, Michael Burt, Nicola Dulieu, Ross Paterson, Dame Shirley Pearce, Professor Sir Steve Smith, Ilaria del Beato, Thomas Jackson, Angela Jain and former director Richard Smith (who resigned as a Director on 31 December 2023) (the "Relevant Directors").

Whereas:

(A) As explained in the Notice of Annual General Meeting addressed to the shareholders of the Company dated 13 March 2026 that is appended to this deed poll, the Directors became aware of a technical issue in respect of the payment of the Company's 2023, 2024 and 2025 interim dividends (the "Interim Dividends") with these payments made in excess of the Company's distributable reserves shown in the respective latest annual accounts for each such interim dividend, and the Company did not prepare and file at Companies House interim accounts in respect of each interim dividend in contravention of the Companies Act 2006 (the "Act").

(B) The Company has been advised that, as a consequence of the Interim Dividends being paid otherwise than in accordance with the Act, it may in certain circumstances have claims against the Relevant Directors.

(C) In accordance with a resolution passed by the Company's shareholders on 15 May 2026, the Company proposes to waive and release any and all claims which it has or may have in respect of the Interim Dividends against each of the Relevant Directors and wishes to enter into this deed poll in favour of the Relevant Directors in order to effect the same.

This deed poll witnesses as follows:

1. Release

To the extent permitted by law, the Company unconditionally and irrevocably waives and releases each of the Relevant Directors from any and all liability that any of them has or may have to the Company and all claims and demands the Company has or may have against each of them, including, without limitation, any derivative action from or on behalf of shareholders of the Company, in connection with the making of the Interim Dividends.

2. Governing law and jurisdiction

2.1 This Deed Poll and all matters including non-contractual obligations arising out of or in connection with it are governed by English law.

2.2 The courts of England have exclusive jurisdiction to settle any dispute arising out of or in connection with this Deed Poll (including a dispute relating to the existence or validity of this Deed Poll or any non-contractual obligation arising out of or in connection with this Deed Poll).

SIGNATURES

EXECUTED as a DEED POLL

by **The UNITE Group plc**

acting by

Director.....

Director.....