

THIS FORM OF INSTRUCTION AND THE ACCOMPANYING LETTER ARE IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION. If you are in any doubt about the Offer, the contents of this document or the accompanying Letter or the action you should take, you are recommended to seek your own personal financial advice immediately from your stockbroker, bank manager, solicitor, accountant or other independent financial adviser authorised under the Financial Services and Markets Act 2000 (as amended) if you are resident in the United Kingdom or, if not, from another appropriately authorised independent financial adviser in the relevant jurisdiction.

This form of instruction (**Form of Instruction**) should be read in conjunction with the accompanying letter dated 11 July 2025 (the **Letter**) and the Offer Document dated 11 July 2025 (the **Offer Document**) which are available on the Inspired website at – <https://inspiredplc.co.uk/investors/recommended-offer-from-hggc-doc/>.

Unless the context requires otherwise, words and expressions defined in the Offer Document and the Letter have the same meanings in this Form of Instruction. Please read carefully the terms and conditions of the Offer as set out in the Letter which are incorporated in, and form part of, this Form of Instruction.

FORM OF INSTRUCTION

for use by holders of options granted under the Inspired plc Sharesave Plan

If you wish to accept either Choice 1 or Choice 2 described in the Letter, you must send this Form of Instruction duly completed, to Equiniti by post in the reply-paid envelope **as soon as possible and in any event so as to be received by no later than 1 August 2025.**

If you take no action, you will not be able to exercise your Option(s) after the 20th day following Completion. Your Option(s) will then lapse and cease to be of any value. Your accumulated savings will be returned to you.

FORM OF INSTRUCTION

for use by holders of options granted under the Inspired plc Sharesave Plan

Before completing any of the boxes in Section 2 below, you should read the Letter (including the Appendices) and this Form of Instruction (including the Terms and Conditions).

If you have any queries in relation to the Letter or how to complete this Form of Instruction, you should contact Equiniti on +44 (0) 371 384 2040 without delay. However, please note that Equiniti will not be able to provide you with any legal, financial, tax planning or investment advice on the merits of any particular choice or on the Offer itself.

SECTION 1: CONFIRMATIONS AND INSTRUCTIONS

- 1 You confirm that you have read the Letter and this Form of Instruction and, having done so, you hereby irrevocably exercise each Option as detailed in Section 2 below to the extent possible using the accumulated savings in your associated savings contract.
- 2 You hereby irrevocably accept the Offer in respect of the Inspired Shares you acquire on the exercise of each Option, as referred to in Section 2 below.
- 3 In respect of each Option, tick **EITHER** Choice 1 **OR** Choice 2 box in Section 2 below (but not both) to exercise each Option set out in the table **AND** to accept the Offer in respect of all your Inspired Shares acquired on the exercise of each Option, and sign the Form at the end of Section 2 below. If you wish to exercise your Option but not accept the Offer in respect of the resulting Inspired Shares, **DO NOT** complete this Form of Instruction and instead contact [REDACTED] at [REDACTED] without delay.
- 4 If you tick the relevant box for Choice 1 or Choice 2, you have irrevocably agreed to exercise your Option in full with such exercise taking effect as applicable as set out above Box 1.
- 5 **Please note that if you are in any doubt as to your personal tax position, you should consult an appropriate independent professional tax adviser without delay.**

SECTION 2: AGREEMENT

Details of Option holder:

Full Name	
Name of Share Plan	Inspired plc Sharesave Plan
Party URN	
National Insurance Number	

Details of Option(s):

Sharesave Plan	Holding URN	CHOICE 1 Tick to exercise your Option on Completion and accept the Offer in respect of all the Inspired Shares acquired on exercise	CHOICE 2 Tick to exercise your Option 20 days after Completion and accept the Offer in respect of all the Inspired Shares acquired on exercise
Option granted in May 2023 (with an exercise price of 78 pence per Inspired Share)		☐ (tick) OR ☐ (tick)	☐ (tick)
Option granted in October 2023 (with an exercise price of 58 pence per Inspired Share)		☐ (tick) OR ☐ (tick)	☐ (tick)
Option granted in October 2024 (with an exercise price of 37 pence per Inspired Share)		☐ (tick) OR ☐ (tick)	☐ (tick)

I agree to the terms set out in the accompanying Letter and the terms and conditions set out in the "Terms and Conditions" document accompanying this Instruction. I acknowledge that this Form of Instruction will be binding on me and is irrevocable.

Print Name:.....

Signature:.....(Option holder to sign here)

on:.....(Enter the date on which you signed)

TERMS AND CONDITIONS AND ADDITIONAL NOTES ON THE COMPLETION OF THIS FORM

Signing the signature box and returning the Form of Instruction duly completed is your confirmation that you want to make the choices referred to in Section 2 above in relation to each Option and take the above actions and agree to the terms of the Letter, these Terms and Conditions and the terms and conditions of the Offer. **If you do not take any action your Option will eventually lapse and cease to be of any value. Your accumulated savings will be returned to you.**

If you wish to exercise each Option and accept the Offer (i.e. proceed under Choice 1 or Choice 2), you need to return this Form of Instruction to Equiniti by post in the reply-paid envelope. You should return this Form of Instruction as soon as possible and in any event so as to be received by no later than 1 August 2025. Please take and retain a copy of your completed Form of Instruction for your records.

Terms and Conditions

- 1 Subject to the following paragraphs, this Form of Instruction will be of no effect unless it is duly completed and returned to Equiniti by post in the reply-paid envelope as soon as possible and in any event so as to be received by no later than **1 August 2025**.
- 2 The delivery of this Form of Instruction duly signed may, if Inspired so determines in its absolute discretion, be as effective as if it were duly completed and received despite the fact that it is not completed or received strictly in accordance with the Form of Instruction and these Terms and Conditions.
- 3 By completing and signing this Form of Instruction and electing to exercise and accept the Offer (i.e. proceed under Choice 1 or Choice 2) and returning it by the method and date specified you hereby irrevocably:
 - 3.1 confirm that you have read, understood and agree to the Terms and Conditions of this Form of Instruction and that you have had an opportunity to review the Offer Document and the Letter (including the Appendices);
 - 3.2 agree that the exercise of your Option(s) will take effect as set out in this Form of Instruction and that you exercise your Option(s) to the maximum extent possible in accordance with the rules of the Sharesave Plan, such exercise to be conditional upon Completion and to take effect on (i) Completion (if you have elected for Choice 1) or (ii) 20 days after Completion (if you have elected for Choice 2) (the "**Applicable Exercise Date**"), and that any unexercised Option(s) (or any remaining part of your Option(s)) shall lapse in accordance with the rules of the Sharesave Plan;
 - 3.3 agree that on the exercise of your Option(s) your linked savings arrangements will be closed and your accrued savings will be remitted to Inspired to fund the exercise of your Option(s);
 - 3.4 agree that the Inspired Shares to which you are entitled on exercise of your Option(s) will be issued or transferred to you or a nominee for you selected by Inspired and you waive any requirement to be issued with a share certificate;
 - 3.5 accept the Offer in respect of your Inspired Shares, as described in the Letter on the terms set out in the Offer Document and the Letter; such acceptance to take effect immediately following the Applicable Exercise Date;
 - 3.6 authorise and request Bidco to transfer direct to Inspired or such person as Inspired may direct (or procure the transfer to Inspired of) the Consideration to which you are entitled under the Offer in respect of the Inspired Shares you acquire on exercise of your Option(s) and that such Consideration be paid as soon as practicable through payroll, to your nominated bank account or otherwise in accordance with the Offer Document; and
 - 3.7 authorise each of Inspired, Bidco and any director of Inspired or Bidco (from time to time) to nominate any person to execute on your behalf and as your agent and attorney a Form of Instruction (or similar documentation) having regard to the instructions listed in this Form of Instruction and a form of transfer in favour of Bidco in respect of your Inspired Shares.
 - 3.8 acknowledge that if the Option(s) have lapsed or lapse before the Applicable Exercise Date (in whole or in part), the completion of the Form of Instruction will be of no effect in relation to those lapsed Option(s);
 - 3.9 acknowledge that neither Inspired nor Bidco will be responsible for any consequential loss in the event of the Form of Instruction being incorrectly completed or where either of them has been unable to obtain clarification of your instructions;
 - 3.10 acknowledge that neither the Inspired Directors nor the Bidco Directors nor any person acting on behalf of any of them shall have any liability to any person for any loss or alleged loss arising from the price of, the timing of, or the manner of any sale of Inspired Shares made in accordance with the terms of this Letter or otherwise in connection with any such sale;
 - 3.11 authorise that all correspondence, consideration and any other item in connection with the Offer may be sent to you at your own risk at the address to which the Letter was sent (or address provided above, if different) and that Inspired and Bidco accept no responsibility for documentation lost or delayed in the postal system; and
 - 3.12 understand that if you hold Option(s) for which you have not given an instruction, and if you have not validly exercised such Option(s) before they lapse in accordance with the rules of the Sharesave Plan, you will receive no value for them.
- 4 Your signature on this Form of Instruction constitutes:
 - 4.1 a warranty that you are entitled to your Option(s), that they are valid and subsisting and free from all liens, charges and encumbrances of any nature whatsoever and that you are entitled to exercise the Option(s); and
 - 4.2 an irrevocable authority to and appointment of Inspired and/or Bidco (acting jointly and severally) or any person nominated by Inspired and/or Bidco as your attorney (the **Attorney**) with authority in your name and on your behalf to sign and execute any and all agreements, instruments, deeds or other papers and documents and do all things in your name as the Attorney may in its absolute discretion consider necessary or desirable in order to give effect to your instructions and authorities above and to facilitate the exercise of your Option(s) and the transfer of the Inspired Shares that you shall hold as a result of the exercise of your Option(s) to Bidco in accordance with the terms set out in this Form of Instruction, the Letter and the Offer Document AND you hereby undertake to ratify everything which the Attorney shall do or purport to do by virtue of this power of attorney and declare that this power of attorney, having been given by you to the Attorney to secure your undertakings to it in connection with the Option(s) and this Form of Instruction, shall be irrevocable in accordance with section 4 of the Powers of Attorney Act 1971.
- 5 This Form of Instruction shall be governed by and construed in accordance with English law and any dispute arising in connection therewith, including non-contractual disputes, is subject to the exclusive jurisdiction of the Courts of England and Wales.