15 July 2026

Dear Participant,

Your LTIP Awards and the Acquisition

As you will be aware, on 18 June 2026, the boards of Intertek Group plc ("**Intertek**") and EQT announced that they had reached agreement on the terms of a recommended cash acquisition of the entire issued and to be issued share capital of Intertek by Isotope Bidco Limited ("**Bidco**"), a newly formed company indirectly owned by EQT X EUR SCSp and EQT X USD SCSp, each acting through its manager (*gérant*) EQT Fund Management S.à r.l. (together "**EQT**"), together with certain indirect minority shareholders including, among others, Luxinva and Mubadala (the "**Acquisition**").

We are writing to explain how the Acquisition will affect your performance-based awards granted under Appendix 3 of the Intertek Long Term Incentive Plan (the **"LTIP"**) ("**LTIP Awards**").

This letter only relates to your performance-based LTIP Awards granted under Appendix 3 of the LTIP. If you hold any other awards under the LTIP, or if you participate in any other Intertek share plans, you will receive a separate letter explaining how the Acquisition will affect those awards. Please read those communications carefully as the treatment of those awards may be different from the treatment of your performance-based LTIP Awards.

What is the Acquisition?

The Acquisition will result in Bidco becoming the owner of Intertek. The Acquisition will be implemented by way of a "scheme of arrangement", which is a process requiring approval from both Intertek's shareholders and the High Court of England and Wales (the "**Court**"). The date on which the Court approves the scheme is referred to as the "**Court Sanction Date**". The Acquisition is expected to complete a couple of days after the Court Sanction Date (this is referred to as "**Completion**"). This process, being the Court Sanction Date followed by Completion, is expected to occur in Q4 2026 or Q1 2027, subject to the satisfaction (or, where applicable, waiver) of the relevant conditions set out in the Scheme Document.

Full details of the Acquisition are set out in the Scheme Document sent to Intertek shareholders on 15 July 2026. A copy of the Scheme Document and the announcement of the Acquisition are available on the Intertek website at: https://www.intertek.com/investors/offer-for-intertek/. This letter should be read together with the Scheme Document and the announcement.

In summary, under the terms of the Acquisition, Intertek shareholders will be entitled to receive £60.00 in cash (the **"Cash Consideration"**) for each Intertek share they own as of the Scheme Record Time (as defined in the Scheme Document).

At Intertek's Annual General Meeting on 20 May 2026, Intertek shareholders approved the payment of the FY25 Final Dividend of 107.7 pence per Intertek share. The FY25 Final Dividend was paid on 24

June 2026 to Intertek shareholders on Intertek's register of members at the close of business on 29 May 2026. Under the terms of the Acquisition: (i) Intertek shareholders shall be entitled to receive and retain the FY25 Final Dividend; (ii) Bidco shall have no entitlement in relation to the FY25 Final Dividend; and (iii) the declaration, approval and payment of the FY25 Final Dividend shall not affect or reduce the Cash Consideration in any way.

In line with the LTIP rules, a dividend equivalent entitlement will have accrued in respect of the FY25 Final Dividend.

How will the Acquisition impact my LTIP Awards?

The Acquisition will change the timeframe in which your LTIP Awards will vest. Normally, your LTIP Awards (including any dividend equivalents) would vest three years from the grant date, subject to the satisfaction of applicable performance conditions. However, as a result of the Acquisition, your LTIP Awards will vest early on the Court Sanction Date (unless they lapse earlier under the LTIP rules, for example if your employment ends in certain circumstances). The proportion of your LTIP Awards that will vest on the Court Sanction Date will be determined by the Intertek Remuneration Committee shortly before the Court Sanction Date. The treatment of your LTIP Awards will then depend on when they were granted:

- If you hold **LTIP Awards granted in 2024 or 2025**, they will vest on the Court Sanction Date to the extent the applicable performance conditions are met, with no application of time pro-rating.

- If you hold an **LTIP Award granted in 2026**, it will vest on the Court Sanction Date to the extent the applicable performance conditions are met, subject to time pro-rating by reference to the proportion of the vesting period completed prior to the Court Sanction Date. However, the time pro-rating will be applied so that at least one year out of three vests.

Your LTIP Awards that vest on the Court Sanction Date (including any dividend equivalents) will be settled in cash by Intertek five business days after Completion (or as soon as practicable thereafter). This means you will receive a cash payment via payroll equal to the Cash Consideration of £60.00 for each notional Intertek share in respect of which your LTIP Award has vested (including any dividend equivalents) less any income tax and employee social security contributions that Intertek is required to withhold.

Replacement LTIP Award

As you hold performance-based LTIP Awards, you may also be entitled to receive a replacement cash award that is conditional upon the completion of the Acquisition.

If a "**Closing Cash Target"** is achieved, and a portion of your outstanding LTIP Awards lapse on the Court Sanction Date due to the application of performance conditions and/or time pro-rating, you will be granted a replacement cash award as soon as practicable after Completion (a "**Replacement LTIP Award"**). The Closing Cash Target is a Group-level cash condition agreed between Intertek and EQT. In broad terms, it requires the Intertek Group's cash and cash equivalents at Completion to be at least equal to an agreed target amount. The Closing Cash Target is set out in more detail in the Co-operation Agreement, which can be found on the Intertek website at: https://www.intertek.com/investors/offer-for-intertek/. No individual performance conditions will apply to your Replacement LTIP Awards although the amount subject to your Replacement LTIP Award may be adjusted if Bidco reasonably and objectively concludes before the first anniversary of Completion that the Intertek Group was operated other than in the ordinary course so as to meet this cash condition.

The value of your Replacement LTIP Award will be based on the number of notional Intertek shares, including any notional shares representing dividend equivalents, under your LTIP Awards that lapse on the Court Sanction Date, multiplied by the Cash Consideration of £60.00 per Intertek share. In other words, this cash Replacement LTIP Award is intended to preserve the value at that time of the portion of your LTIP Awards (including any dividend equivalents) that does not vest on the Court Sanction Date.

Your Replacement LTIP Award will be paid out in cash via payroll (after necessary deductions for any income tax and employee social security contributions) in two equal instalments: 50% will be paid on the first anniversary of Completion and 50% will be paid on the second such anniversary subject to you remaining employed on to the relevant payment date.

If you leave before the payment date for any reason other than your voluntary resignation or where there are grounds to dismiss for misconduct or poor performance, you will receive your Replacement LTIP Award early when you leave and it will be time pro-rated to reflect the period between Completion and the date you leave (relative to the scheduled vesting date of the Replacement LTIP Award).

What are the tax implications for me?

This letter does not constitute tax advice. We strongly recommend that you seek advice from an independent tax adviser in your country of tax residence.

What do I need to do?

You do not need to take any action in relation to your outstanding LTIP Awards. Your LTIP Awards will vest on the Court Sanction Date to the extent determined by the Intertek Remuneration Committee shortly before the Court Sanction Date (unless they lapse earlier under the LTIP rules, for example if your employment ends in certain circumstances). If your LTIP Awards lapse on the Court Sanction Date and the Closing Cash Target is met, you will be granted a Replacement LTIP Award shortly after Completion. If the Court Sanction Date does not happen for any reason, your LTIP Awards will continue as normal and you will not be granted a Replacement LTIP Award.

Please note that if you leave employment before the Court Sanction Date, the normal leaver provisions in the LTIP will apply meaning that, depending on the circumstances of your departure, your LTIP Awards could lapse.

What if I have any questions?

If you have any questions about your LTIP Awards or the Acquisition, please contact [redacted] Please note that no one at Intertek or EQT can provide you with legal, personal tax or financial advice. We recommend that you read the information set out in the "Important Notes" appendix further below.

Yours faithfully,

[redacted]

[redacted]

André Lacroix

For and on behalf of

Intertek

Shashank Jain and Harry Robinson

For and on behalf of

Isotope Bidco Limited

Important Notes

This letter is important and requires your immediate attention. If you are in any doubt about the contents of this letter or the action you should take, you are recommended to seek your own independent financial advice immediately from an independent financial adviser duly authorised under the Financial Services and Markets Act 2000 (as amended) if you are resident in the United Kingdom, or, if resident elsewhere, from another appropriately authorised independent financial adviser. Nothing in this letter constitutes financial advice to any holder of shares or share awards in Intertek.

If you have received this letter electronically, you can request a hard copy of this letter, free of charge, by contacting Intertek at cosec@intertek.com or by calling +44 (0) 20 7396 3400, stating your name and the address to which the hard copy should be sent. You can also ask that any other documents, announcements and information to be sent to you in relation to the Acquisition should be sent to you in hard copy form.

If there are any differences between the information in this letter, the LTIP rules, or any relevant legislation, then the LTIP rules and the legislation will prevail. Copies of the LTIP rules are available on request.

The release, publication or distribution of this letter and any accompanying documents (in whole or in part) in or into or from jurisdictions other than the United Kingdom may be restricted by law and therefore any persons who are subject to the laws and regulations of any jurisdiction other than the United Kingdom should inform themselves of, and observe, any applicable legal or regulatory requirements. Any failure to comply with such restrictions may constitute a violation of the securities laws of any such jurisdiction. To the fullest extent permitted by applicable laws and regulations, the companies and persons involved in the acquisition disclaim any responsibility or liability for the violation of such restrictions by any person.

This letter does not constitute an offer or invitation to purchase or subscribe for any securities or a solicitation of an offer to buy any securities pursuant to this letter or otherwise in any jurisdiction in which such offer or solicitation is unlawful.

The Intertek Directors, whose names are set out in the Scheme Document, accept responsibility for the information contained in this letter (including any expressions of opinion) other than the information for which responsibility is taken by the Bidco Directors or EQT Responsible Persons. To the best of the knowledge and belief of the Intertek directors (who have taken all reasonable care to ensure that such is the case) the information contained in this letter (including any expression of opinion) for which they accept responsibility is in accordance with the facts and does not omit anything likely to affect the import of such information.

The Bidco Directors, whose names are set out in the Scheme Document, accept responsibility for the information contained in this letter (including any expressions of opinion) relating to Bidco, the Bidco group, the Bidco Directors and their respective close relatives, related trusts and persons connected with the Bidco directors, and persons acting in concert (as such term is defined in the City Code on Takeovers and Mergers) with Bidco. To the best of the knowledge and belief of the Bidco Directors (who have taken all reasonable care to ensure that such is the case) the information contained in this letter (including any expressions of opinion) for which they accept responsibility is in accordance with the facts and does not omit anything likely to affect the import of such information.