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To: Senior plc ("**Senior**" or the "**Company**") employees and employee representatives

30 April 2026

***We are required by the City Code on Takeovers and Mergers (the "Code") to make the document referred to in this communication readily available to you. No action is required on your part unless you hold shares in Senior, in which case you will have been sent a separate letter or email about the steps required to be taken by you.***

Dear Colleague

**Notification of publication of important documentation in relation to the recommended cash offer for Senior by Zeus UK Bidco Limited ("**BidCo**"), a newly formed company to be indirectly controlled by investment funds advised by affiliates of Tinicum Incorporated and Blackstone Inc.**

On 7 April 2026, Senior and BidCo announced that they had reached agreement on the terms and conditions of a recommended cash offer pursuant to which BidCo shall acquire the entire issued and to be issued ordinary share capital of Senior (the "**Acquisition**"). It is intended that the Acquisition will be effected by means of a Court-sanctioned scheme of arrangement (the "**Scheme**") under Part 26 of the Companies Act 2006 (the "**Act**").

Please accept this email as a notification that a scheme document published today (which contains the Scheme and an explanatory statement in compliance with section 897 of the Act) (the "**Scheme Document**") is available to view on the Company's website at [www.seniorplc.com](http://www.seniorplc.com) so that it is readily available to you. For the avoidance of doubt, the content of Senior's website is not incorporated into, and does not form part of, this email.

Please note that this email is not a summary of the information and proposals set out in the Scheme Document and should not be regarded as a substitute for reading the Scheme Document in full.

Please be aware that addresses, electronic addresses and certain other information provided by you for the receipt of communications from Senior may be provided to BidCo during the offer period as required under Section 4 of Appendix 4 of the Code.

Kind regards

Ian King  
Chair  
**Senior plc**

If you are in any doubt as regards the contents of this communication, you are recommended to seek your own financial advice immediately from your stockbroker, bank manager, solicitor or other independent adviser authorised under the Financial Services and Markets Act 2000 if you are in the United Kingdom, or from another appropriately authorised independent financial adviser if you are in a territory outside the United Kingdom. If you have sold or otherwise transferred all of your ordinary shares in Senior plc, please send this communication at once to the purchaser or transferee or to the stockbroker, bank or other agent through whom the sale or transfer was effected for transmission to the purchaser or transferee. If you have sold or transferred only part of your holding of ordinary shares in Senior plc, you should retain this communication and consult the bank, stockbroker or other agent through whom the sale was effected. However, this communication should not be forwarded or transmitted, in whole or in part, into any jurisdiction where to do so would constitute a violation of the relevant laws or regulations of that jurisdiction.

#### **Contact information for administrative matters**

Should you wish to contact Senior regarding administrative matters in view of the publication of the Scheme Document, please contact Senior's registrar, Equiniti, by calling +44 (0) 371 384 2136 (please use the country code +44 when calling from outside the UK). Lines are open 8.30 am to 5.30 pm, Monday to Friday (excluding public holidays in England and Wales).

#### **Right to request hard copies**

You may request a copy of this communication, the Scheme Document and any information incorporated into them by reference to another source in hard copy form by writing to the Company's registrar, Equiniti Limited, at Highdown House, Yeoman Way, Worthing, West Sussex, BN99 6DA, or by calling +44 (0) 371 384 2136 (please use the country code +44 when calling from outside the UK). Lines are open 8.30 am to 5.30 pm, Monday to Friday (excluding public holidays in England and Wales).

You may also request that all future information, documents and announcements sent to you in relation to the Acquisition should be sent to you in hard copy form, again by writing to the address set out above or by calling the telephone number above.

#### **Directors' responsibility statement**

The directors of Senior (the "**Directors**") accept responsibility for the information contained in this communication relating to Senior. To the best of the knowledge and belief of the Directors (who have taken all reasonable care to ensure that such is the case) the information contained in this communication (including any expressions of opinion) is in accordance with the facts and does not omit anything likely to affect the import of such information.

#### **Disclosure requirements of the Code**

Under Rule 8.3(a) of the Code, any person who is interested in 1% or more of any class of relevant securities of an offeree company or of any securities exchange offeror (being any offeror other than an offeror in respect of which it has been announced that its offer is, or is likely to be, solely in cash) must make an Opening Position Disclosure following the commencement of the offer period and, if later, following the announcement in which any securities exchange offeror is first identified. An Opening Position Disclosure must contain details of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company and (ii) any securities exchange offeror(s). An Opening Position Disclosure by a person to whom Rule 8.3(a) applies must be made by no later than 3.30 pm (London time) on the 10th business day following the commencement of the offer period and, if appropriate, by no later than 3.30 pm (London time) on the 10th business day following the announcement in which any securities exchange offeror is first identified. Relevant persons who deal in the relevant securities of the offeree company or of a securities exchange offeror prior to the deadline for making an Opening Position Disclosure must instead make a Dealing Disclosure.

Under Rule 8.3(b) of the Code, any person who is, or becomes, interested in 1% or more of any class of relevant securities of the offeree company or of any securities exchange offeror must make a Dealing

*Disclosure if the person deals in any relevant securities of the offeree company or of any securities exchange offeror. A Dealing Disclosure must contain details of the dealing concerned and of the person's interests and short positions in, and rights to subscribe for, any relevant securities of each of (i) the offeree company and (ii) any securities exchange offeror(s), save to the extent that these details have previously been disclosed under Rule 8. A Dealing Disclosure by a person to whom Rule 8.3(b) applies must be made by no later than 3.30 pm (London time) on the business day following the date of the relevant dealing.*

*If two or more persons act together pursuant to an agreement or understanding, whether formal or informal, to acquire or control an interest in relevant securities of an offeree company or a securities exchange offeror, they will be deemed to be a single person for the purpose of Rule 8.3.*

*Opening Position Disclosures must also be made by the offeree company and by any offeror and Dealing Disclosures must also be made by the offeree company, by any offeror and by any persons acting in concert with any of them (see Rules 8.1, 8.2 and 8.4).*

*Details of the offeree and offeror companies in respect of whose relevant securities Opening Position Disclosures and Dealing Disclosures must be made can be found in the Disclosure Table on the Takeover Panel's website at [www.thetakeoverpanel.org.uk](http://www.thetakeoverpanel.org.uk), including details of the number of relevant securities in issue, when the offer period commenced and when any offeror was first identified. You should contact the Takeover Panel's Market Surveillance Unit on +44 (0)20 7638 0129 if you are in any doubt as to whether you are required to make an Opening Position Disclosure or a Dealing Disclosure.*