



THE KAINOS GROUP PLC SHARE INCENTIVE PLAN ('SIP')

GIFTED SHARES OPT OUT FORM

You should only complete and return this form if you do not want to receive your Gifted Shares.

Please complete and return the form to EQ by 5.00 pm on Thursday 6 November 2025.

Full name:

Full address:

Date of birth:

National Insurance Number:

Telephone number (in case of query):

- 1.** By signing, dating and returning this form to EQ, I confirm that I do NOT want to accept the offer of Gifted Shares made under the 2025 SIP.
- 2.** I understand that if do not complete and return the Opt Out form to EQ by the deadline confirmed above, I will receive an award of Gifted Shares as set out in the Invitation email.
- 3.** I understand that my decision to Opt Out of the offer of Gifted Shares cannot be reversed once this form has been received by EQ.

Full name (BLOCK CAPS):

Signed:

Dated: