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PINEWOOD TECHNOLOGIES GROUP PLC

(Incorporated in England and Wales under the Companies Act 2006 with registered number 02304195)
Registered office: 2960 Trident Court Solihull Parkway, Birmingham Business Park, Birmingham, England, B37 7YN

30 January 2026

To: The employees of Pinewood Technologies Group PLC (the “Company”)

As you may be aware, on 29 January 2026, the Company made an announcement that it has entered into discussions with Apax Partners LLP (“**Apax**” or the “**Bidder**”) regarding a possible cash offer of 500 pence per share for the entire issued and to be issued share capital of the Company (the “**Possible Offer**”) by Apax (the “**Announcement**”). As an alternative to receiving cash, the Possible Offer will include an unlisted partial share alternative. It is expected that should a firm offer be made in connection with the Possible Offer this will be implemented by way of a scheme of arrangement.

In accordance with Rule 2.11 of the Takeover Code (the “**Code**”), a copy of the Announcement is available on the Company's website at www.pinewood.ai. This email is not to be taken as a summary of the information contained within the Announcement and should not be treated as a substitute for reading the Announcement in full. For the avoidance of doubt, the content of the Company's website is not incorporated into, and does not form part of, this email.

If the Bidder announces a firm offer for the Company, the formal offer documentation providing further information will be made available on the Company's website in due course.

I wish to inform you that, should a firm offer be made for the Company, under Rule 25.9 of the Code, you are entitled to have an opinion from your employee representatives on the effects of the transaction on your employment appended to the scheme document, when that document is published. The Company will pay for the employee representatives to obtain professional advice required for the verification of the information contained in the opinion. This notice is being given in accordance with Rule 2.11(d) of the Code.

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

Yours sincerely

Bill Berman

Chief Executive Officer

Pinewood Technologies Group PLC