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STRICTLY PRIVATE AND CONFIDENTIAL

10 October 2023

To employees of STM Group PLC and its subsidiary undertakings

Statement regarding Offer for STM Group PLC (the "Company")

Dear Employee

In accordance with Rule 2.11 (b) of the City Code on Takeovers and Mergers (the "**Code**"), you will find on the offer microsite on the Company's website www.stmgroupplc.com a copy of the announcement released by STM Group PLC on 10 October 2023 (the "**Announcement**") that the board of directors of Jambo SRC Limited ("**Bidco**") and the Company have reached agreement on the terms of a recommended cash acquisition of the Company by Bidco pursuant to which Bidco will acquire the entire issued and to be issued share capital of the Company (the "**Offer**"). This letter is not to be taken as a summary of the information in the Announcement and should not be regarded as a substitute for reading the Announcement in full. The Announcement also includes a summary of the provisions of Rule 8 of the Code. It is expected that the Offer will be implemented by way of a scheme of arrangement under Part X of the Isle of Man Companies Act 2006.

We will make further announcements when appropriate.

Opinion of employee representatives

You (as an STM Group PLC employee) should be aware of their right to appoint representatives, and the right of such representatives (if any) under Rule 25.9 of the Code to have a separate opinion on the effects of the Offer on employment appended to any circular that may be published by the Company in accordance with Rule 25.1 of the Code. If any such opinion is not received in good time before publication of a circular (and provided that it is received no later than 14 days after the date on which the offer is declared wholly unconditional) then the Company will publish the opinion on the Company's website and announce that it has been published via an RNS announcement. The Company will also be responsible for the costs reasonably incurred by the employee representatives in obtaining the advice required for the verification of the information contained in their opinion and the costs of the publication of any such opinion received.

Responsibility

The directors of the Company (the “**Directors**”) accept responsibility for the information (including any expressions of opinion) contained in this letter. 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 letter is in accordance with the facts and does not omit anything likely to affect the import of such information.

Addresses may be provided to Bidco

Please note that addresses, electronic addresses and certain other information provided by you for the receipt of communications from the Company (e.g. elections to receive communications in a particular form) may be provided to Bidco during the offer period as required under Section 4 of Appendix 4 of the Code.

This letter and the Announcement will be available, subject to certain restrictions relating to persons resident in restricted jurisdictions, on the offer microsite on the Company's website at www.stmgroupplc.com by no later than 12 noon (London time) on the business day following the date of this letter, so that it is readily available to you. The content of the website referred to in this letter is not incorporated into and does not form part of this letter.

Although this notification may appear formal it is a necessary requirement of the Code that the Company must comply with. Company employees should be assured that we will work with you to ensure compliance with the Code and that our employees fully understand the impact and process that we must go through over the coming months.

If you wish to contact the Company regarding administrative matters in view of the Announcement, please contact the Company's registrars, Computershare, between 9.00 a.m. to 5:30 p.m. Monday to Friday (excluding public holidays in England and Wales) on +44 (0) 370 707 4040 or by submitting a request in writing to Computershare at 13 Castle Street, St Helier, Jersey, JE1 1ES. Calls are charged at the standard geographic rate and will vary by provider. Calls outside the United Kingdom will be charged at the applicable international rate. Please note that neither Computershare nor the Company will be able to provide you with any legal, financial, tax planning or investment advice.

If you have any queries in relation to this letter, you should contact Bill Scott, Head of HR (bill.scott@stmgroup.online) without delay.

Yours faithfully

Nigel Birrell

Chairman

STM Group PLC

Right to request hard copies

You may request a hard copy of this communication by contacting Computershare, between 9.00 a.m. to 5:30 p.m. Monday to Friday (excluding public holidays in England and Wales) on +44 (0) 370 707 4040 or by submitting a request in writing to Computershare at 13 Castle Street, St Helier, Jersey, JE1 1ES. Calls are charged at the standard geographic rate and will vary by provider. Calls outside the United Kingdom will be charged at the applicable international rate. For persons who receive a copy of this communication in electronic form or via a website notification, a hard copy of this communication will not be sent unless so requested. Such persons may also request that all future documents, announcements and information to be sent to them in relation to the Acquisition should be in hard copy form. Please note that Computershare cannot provide any financial, legal or tax advice and calls may be recorded and monitored for security and training purposes.

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, 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 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.