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25 June 2026

Dear colleague

RECOMMENDED CASH OFFER BY H.B. FULLER MEDICAL ADHESIVE TECHNOLOGIES INC., A WHOLLY-OWNED SUBSIDIARY OF H.B. FULLER COMPANY FOR ADVANCED MEDICAL SOLUTIONS GROUP PLC

I refer to the announcement (the "**Announcement**") made by Advanced Medical Solutions Group plc ("**AMS**" or the "**Company**") and H.B. Fuller Medical Adhesive Technologies Inc., a wholly-owned subsidiary of H.B. Fuller Company ("**Bidder**") on 25 June 2026 regarding the recommended cash acquisition of the entire issued and to be issued share capital of the Company by the Bidder (the "**Acquisition**").

We are required by Rule 2.11 of the City Code on Takeovers and Mergers (the "**Code**") to make the Announcement readily available to you, so I direct you to a copy of the Announcement (which was made pursuant to Rule 2.7 of the Code) which is available for you to view on the Company's website at www.admedsol.com, subject to certain restrictions relating to persons resident in restricted jurisdictions.

This communication 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.

If you are a participant in the AMS share plans, information about what the Acquisition means in relation to such plans will be provided on or around the time of publication of a scheme circular in connection with the Acquisition.

Employee representatives of the Company have a right under Rule 25.9(a) of the Code to have published a separate opinion on the effects of the offer on employment. Any such opinion will be appended to the circular in relation to the Acquisition that will, in due course, be published by the Company in accordance with the requirements of Rule 25.9 of the Code provided that it is received by the Company in good time. The Company will be responsible for the costs reasonably incurred by employee representatives in obtaining advice required for the verification of the information contained in that opinion.

In accordance with Rule 26.1 of the Code, copies of this letter and all other announcements, information and documents published in relation to the Acquisition will be available during the course of the offer period on the Company's website at www.admedsol.com, subject to certain restrictions relating to persons resident in restricted jurisdictions. For the avoidance of doubt, the content of the Company's website is not incorporated into, and does not form part of, this letter.

The Company understands that the Announcement may cause concerns and uncertainties to its employees. We will endeavour to provide updates on the situation to our employees as and when appropriate and we are permitted to do so. If you have any questions in respect of the Acquisition, please contact Owen Bromley on +44(0)1606 545514 or owen.bromley@admedsol.com or in writing at Advanced Medical Solutions Group plc, Premier Park, 33 Road One, Winsford Industrial Estate, Winsford, Cheshire, CW7 3RT. Note that due to the strict laws and regulations that apply to takeover offers in the United Kingdom, it is possible that we will be unable to answer some of these questions at this stage.

Yours faithfully

Owen Bromley

Company Secretary
Advanced Medical Solutions Group plc

Important Information

Please note that, if you have provided the Company with details for the purposes of receipt of communications from the Company (including your address, email address and/or other information), those details may be provided to the Bidder during the offer period as required under Section 4 of Appendix 4 of the Code.

Right to request hard copies

You may request a hard copy of this communication and/or any information incorporated into it by reference to another source by contacting Owen Bromley (Company Secretary) in writing at Advanced Medical Solutions Group plc, Premier Park, 33 Road One, Winsford Industrial Estate, Winsford, Cheshire, CW7 3RT or by telephone on +44 (0)1606 545514 during normal business hours.

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, subject to applicable securities laws, also request that all future documents, announcements and information to be sent to them in relation to the Acquisition be sent to them in hard copy form.

Directors' responsibility statement

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

Disclosure requirements

Under Rule 8.3(a) of the Code, any person who is interested in 1 per cent. 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 p.m. (London time) on the 10th business day following the commencement of the offer period and, if appropriate, by no later than 3.30 p.m. (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 per cent. 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, 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 p.m. (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 of the Code.

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 of the Code).

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 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.