THIS LETTER IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION. If you are in any doubt about the contents of this letter or the action you should take, you are recommended to seek your own independent financial advice from your stockbroker, bank manager, solicitor, accountant or other independent financial adviser duly authorised under the Financial Services and Markets Act 2000 if you are resident in the United Kingdom or an appropriately authorised independent financial adviser if you are resident outside the United Kingdom.

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20 July 2026

*To participants of the Advanced Medical Solutions Group plc 2006 Share Incentive Plan (previously named the Advanced Medical Solutions Group plc 2006 Deferred Share Bonus (Approved) Plan) (the **SIP**)*

Dear Participant

Recommended cash acquisition of Advanced Medical Solutions Group plc (AMS) by H.B. Fuller Medical Adhesive Technologies Inc. (Bidco), a wholly-owned subsidiary of H.B. Fuller Company (H.B. Fuller): How it affects the shares you hold under the SIP

<u>You do not need to do anything in connection with the Acquisition to receive your money for your AMS Shares held in the SIP– this will happen automatically.</u>

If you would like to vote on the Acquisition, please see below for how to do so.

Introduction

On 25 June 2026, the boards of directors of AMS and H.B Fuller announced that they had reached agreement on the terms of a recommended cash acquisition of the entire issued and to be issued ordinary share capital of AMS by Bidco (the **Acquisition**). The Acquisition is expected to be effected by means of a Court-sanctioned scheme of arrangement under Part 26 of the Companies Act.

The Acquisition and the Scheme

The Acquisition is being implemented through what is known as a 'Scheme of Arrangement'. The purpose of the Scheme is to provide for Bidco (or its nominee) to become the owner of the entire issued and to be issued ordinary share capital of AMS. Under the terms of the Scheme, which is subject to the conditions and further terms set out in Part III (Conditions to the implementation of the Scheme and to the Acquisition) of the Scheme Document, AMS Shareholders at the Scheme Record time will be entitled to receive:

for each AMS Share they own:

285 pence in cash

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You should note that the Scheme is subject to the approval of the AMS Shareholders, and is also subject to Court approval.

The Scheme Document is available to view at, and can be downloaded from, AMS's website at www.admedsol.com.

Purpose of this Letter

This Letter tells you about the impact of the Acquisition on the partnership shares and matching shares you hold in the SIP (**SIP Shares**). It also informs you about what voting instructions you may give to Computershare as the trustee of the SIP (the **Trustee**) in respect of your SIP Shares.

The number of SIP Shares you hold as at the date of this letter can be found on your Computershare account, which can be accessed at www.equateplus.com.

The effect of the Acquisition on your SIP Shares

If the Acquisition becomes effective, under the terms of the Scheme of Arrangement you will receive 285 pence in cash for each of your SIP Shares. Any holding period and forfeiture restrictions applicable to your SIP Shares will cease to apply when the Acquisition becomes effective, which means that you will receive cash for all of your matching shares.

If the Acquisition becomes effective, the cash proceeds for all SIP Shares will be received by the Trustee within 14 days after completion of the Acquisition. The Trustee will then arrange for payment of the proceeds due to you as soon as practicable thereafter.

If the Acquisition is not approved by AMS Shareholders, or for any other reason does not become effective, your SIP Shares will remain in the SIP.

Form of Voting Direction

As a participant in the SIP you are an indirect AMS Shareholder (i.e. shares are held on your behalf by the Trustee). Consequently, under the terms of the SIP, you are entitled to direct the Trustee to vote on the Acquisition at the meetings of AMS Shareholders in connection with the Acquisition. To give a direction to the Trustee, you must complete the online Form of Voting Direction, which can be accessed in the "Your Tasks" section of the Overview page by logging on to the Computershare portal at www.equateplus.com. The time and date by which you must complete the online Form of Voting Direction will be clearly communicated on the Computershare portal.

Although you may direct Computershare as Trustee to vote in relation to your SIP Shares at the meetings of AMS Shareholders to be held in relation to the Acquisition, you are not obliged to do so.

UK Taxation Consequences relating to the Acquisition

A brief summary of the UK tax implications of the Acquisition becoming effective in relation to your SIP Shares is set out in the "Questions and Answers" section of this Letter.

If you are in any doubt as to what action to take or as to your tax position, you should consult your own independent financial adviser duly authorised under the Financial Services and Markets Act 2000 without delay.

Please read everything in this Letter and its appendices carefully. **Their contents are very important.**

You will find a list of definitions in **Appendix A,** which explain the key defined terms used in this Letter. Any capitalised terms not included in Appendix A have the meaning given to them in the Scheme Document.

Questions

The "Questions and Answers" section of this Letter contains some further information in relation to the impact of the Acquisition. However, if you have any questions on the contents of this Letter or how to instruct the SIP Trustee how to vote at the shareholder meetings, please contact [redacted] or Computershare via the EquatePlus Helpdesk on +44 (0) 370 703 6092 or via the EquatePlus Helpchat.

Yours faithfully

[redacted]

For and on behalf of:
Advanced Medical Solutions Group plc

QUESTIONS AND ANSWERS

1. Can I buy any more AMS Shares under the SIP after the date of this Letter?

If you are making monthly contributions to the SIP (as at 25 June 2026), these will continue on the same basis for the time being. However, no new monthly contribution elections may be made after 25 June 2026.

Monthly purchase of partnership shares, and the award of matching shares, will continue until a date falling shortly before the Sanction Hearing. You will be notified of this date in due course. After that, monthly contributions that you make to the SIP will be stopped and no further SIP Shares will be awarded. Any monies deducted from salary which are not used to buy partnership shares will be returned to you, after deduction of any necessary income tax and employees' National Insurance contributions (**NICs**).

2. Can I change or cancel my monthly contributions to the SIP?

With effect from 25 June 2026, you are not able to increase your monthly contributions under the SIP.

You may reduce or cancel the amount of your monthly contributions until the date falling shortly before the Sanction Hearing that you are notified that your monthly contributions will stop.

If you wish to reduce or cancel any further monthly contributions to the SIP, you can do so by logging onto your Computershare account at www.equateplus.com or by contacting Computershare via the EquatePlus Helpdesk on +44 (0) 370 703 6092 or via the EquatePlus Helpchat.

3. When will I receive the cash due to me for my SIP Shares?

If the Acquisition becomes effective, the cash proceeds for all SIP Shares will be received by the Trustee within 14 days after completion of the Acquisition. The Trustee will then arrange for payment of the proceeds due to you as soon as practicable thereafter.

4. What happens if I don't instruct the Trustee how to vote?

If the Acquisition completes, you will still receive the cash proceeds for your SIP Shares even if you didn't instruct the Trustee how to vote.

5. What happens if I leave AMS before the Acquisition completes?

The normal SIP rules will continue to apply until the Acquisition completes. Therefore, if you leave AMS before then, you will be required to withdraw your SIP Shares from the SIP, and, depending on the reason for leaving, you may forfeit some of your matching shares. Different tax treatment may also apply. You should refer to the SIP rules, participant guide and other relevant documentation for further details.

6. What happens if the Acquisition doesn't complete?

If the Acquisition is not approved by AMS Shareholders or doesn't complete for any other reason, your SIP Shares will remain in the SIP subject to the SIP rules.

7. How will I be taxed if my SIP Shares are sold for cash as a result of the Acquisition?

As your SIP Shares will be acquired by Bidco as a result of a change of control of the Company, no income tax or employees' NICs are payable on what you receive for your SIP Shares under the Acquisition regardless of the fact that they have come out of the SIP trust within five years of their having been acquired on your behalf. No capital gains tax will be payable either.

8. How will I be taxed if I sell my SIP Shares otherwise than pursuant to the Acquisition?

The normal SIP rules apply for any sale of SIP Shares outside of the Acquisition.

9. What if I hold awards under other AMS share plans?

This Letter only relates to partnership shares and matching shares held under the SIP. If you hold options or awards under another AMS share plan, you will receive a separate communication with details of the impact of the Acquisition on such options or awards. Please also read those letters carefully as the treatment under the other plans or arrangements may be different from the treatment of the SIP Shares.

ACQUISITION SUMMARY

1. How does the Acquisition work?

The Acquisition will result in AMS and its subsidiaries becoming wholly-owned subsidiaries of Bidco (or its nominee).

The Acquisition will be carried out through what is called a "scheme of arrangement". This is a procedure that has to be first approved by AMS Shareholders at a shareholder meeting, to be held on 12 August 2026 and then approved by the Court at the Sanction Hearing (see paragraph 3 below). This is not the date on which the Acquisition will be completed. The Acquisition is currently due to complete two business days after the Sanction Hearing when the Scheme becomes effective. If you want to read more about this, please go to the AMS website (at www.admedsol.com), where you will find the Scheme Document that was sent to AMS Shareholders on or around the date of this Letter as well as a copy of this Letter.

2. What can AMS Shareholders receive under the Acquisition?

The terms of the Acquisition are set out in full in the Scheme Document. However, in summary (and subject to the terms of the Acquisition), an AMS Shareholder will be entitled to receive 285 pence in cash for each AMS Share they hold at the Scheme Record Time.

3. When will the Acquisition take place?

The date of the Sanction Hearing is still to be confirmed, but it is expected to be in the third or fourth quarter of 2026, subject to AMS Shareholder approval and the satisfaction of the remaining conditions to the Scheme. An expected timeline of key events relating to the Acquisition is available in the Scheme Document, and you will be notified of any changes to this timeline which affect you.

Once the date of the Sanction Hearing is confirmed, AMS will announce this via a Regulatory Information Service (with the announcement being made available on AMS's website at www.admedsol.com).

4. Will the Acquisition definitely go ahead?

The Acquisition is conditional on various approvals and consents including: (i) approval by AMS Shareholders at a meeting to be held on 12 August 2026; (ii) the satisfaction of certain other conditions to the Scheme (including regulatory clearances); and (iii) the sanction of the Court. You should note that there is no certainty that AMS Shareholders will approve the Acquisition and/or that the Court will sanction the Scheme.

NOTES:

(a) The release, publication or distribution of this Letter and/or any accompanying documents (in whole or in part) in, into or from jurisdictions other than the United Kingdom may be restricted by the laws of those jurisdictions and therefore persons into whose possession this Letter comes should inform themselves about, and observe, any such restrictions. Failure to comply with any such restrictions may constitute a violation of the securities laws of any such jurisdiction. To the fullest extent permitted by law, AMS and Bidco disclaim any responsibility or liability for the violation of such restrictions by such persons.

(b) The AMS Directors, whose names are set out in paragraph 2.1 of Part VI of the Scheme Document, accept responsibility for the information contained in this Letter (including any expressions of opinion). To the best of the knowledge and belief of the AMS Directors (having taken all reasonable care to ensure that such is the case), the information contained in this Letter for which they accept responsibility is in accordance with the facts and does not omit anything likely to affect the import of such information.

(c) Accidental omission to despatch this letter to, or any failure to receive the same by, any person to whom this letter should be sent shall not invalidate the contents of this Letter in any way.

(d) The treatment of Shares in relation to the Scheme of Arrangement will be governed by the provisions of the Scheme Document.

(e) All instructions given pursuant to the online Form of Voting Direction will be irrevocable.

(f) In the event of any conflict between this Letter and the online Form of Voting Direction and the rules of the SIP and the applicable legislation, the rules of the SIP and the applicable legislation take precedence.

(g) The terms set out in this Letter and the online Form of Voting Direction shall be governed by and construed in accordance with English law.

Appendix A

Defined Terms

AMS	Advanced Medical Solutions Group plc, a public limited company incorporated and registered in England and Wales with registered number 02867684
AMS Shareholders	holders of AMS Shares
AMS Shares	the ordinary shares of 5 pence each in the capital of AMS
Bidco	H.B. Fuller Medical Adhesive Technologies Inc., a corporation incorporated in Delaware (registered number 5560413) and whose principal place of business is at 1200 Willow Lake Boulevard, St. Paul, MN. USA
Computershare	Computershare Investor Services plc (in its capacity as share plan administrator for AMS), a public company limited by shares incorporated in England and Wales with registered number 03498808 and Computershare Trustees Limited (in its capacity as trustee of the SIP), a private limited company in England and Walesd with registered number 03661515
Court	the High Court of Justice in England and Wales
Court Order	the order of the Court sanctioning the Scheme under Part 26 of the Companies Act
Letter	this letter from AMS and Bidco explaining the impact of the Acquisition on the Options
Sanction Hearing	the hearing of the Court at which the Court Order will be sought, including any adjournments thereof
Scheme	the proposed scheme of arrangement to be made under Part 26 of the Companies Act between AMS and the Scheme Shareholders with or subject to any modification, addition or condition approved or imposed by the Court (where relevant) and agreed to by AMS and Bidco, as set out in Part IV (The Scheme of Arrangement) of this document

Scheme Document	the document dated on or around the date of this Letter addressed to AMS Shareholders, of which the Scheme forms part
SIP	the Advanced Medical Solutions Group plc 2006 Share Incentive Plan (previously named the Advanced Medical Solutions Group plc 2006 Deferred Share Bonus (Approved) Plan)
SIP Shares	AMS Shares held by the Trustee on behalf of a participant under the terms of the SIP, being either partnership shares or matching shares
Trustee	Computershare in its capacity as trustee of the SIP
Scheme Record Time	6.00 p.m. on the Business Day immediately preceding the Effective Date or such other date and/or time as AMS and Bidco may agree