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**STRICTLY PRIVATE AND CONFIDENTIAL**

27 October 2023

To employees of FireAngel Safety Technology Group plc and its subsidiary undertakings (the "FireAngel Group")

**Statement regarding offer for FireAngel Safety Technology 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.fireangeltech.com](http://www.fireangeltech.com) a copy of the announcement released by the Company on 27 October 2023 (the "**Announcement**") that the board of directors of Intelligent Safety Electronics Pte. Ltd ("**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 all of the issued and to be issued share capital of the Company not already held by Bidco (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 contractual offer.

We will make further announcements when appropriate.

**Opinion of employee representatives**

FireAngel Group employees should be aware of their right to appoint representatives, and the right of such of their representatives 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.fireangeltech.com](http://www.fireangeltech.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. FireAngel Group 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 receiving agent, Computershare Investor Services PLC, 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. 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 me without delay.

Yours faithfully

Zoe Fox

**Chief Finance Officer**