NOT FOR RELEASE, PUBLICATION OR DISTRIBUTION, IN WHOLE OR IN PART, DIRECTLY OR INDIRECTLY IN, INTO OR FROM ANY JURISDICTION WHERE TO DO SO WOULD CONSTITUTE A VIOLATION OF THE RELEVANT LAWS OF SUCH JURISDICTION.

This document is important and requires your immediate attention. If you are in any doubt as to the contents of this letter or the action you should take, you are recommended to seek your own financial advice from your broker, bank manager, solicitor, accountant or other independent professional adviser authorised under the Financial Services and Markets Act 2000 if you are in the United Kingdom, or, if not, from another appropriately authorised independent financial adviser.

We are required by the City Code on Takeovers and Mergers to make this communication (and the announcement to which it refers) readily available to you. No action is required on your part.

10 September 2026

To: Futura Medical plc employees

Futura Medical plc ("Futura")

I refer to the announcement on 3 September 2026 (the "**Announcement**") that Futura has decided to explore a range of strategic alternatives, which includes the potential sale of one or more of the Company's assets and licencing and other commercial arrangements and a formal sale process in accordance with Note 2 on Rule 2.6 of the City Code on Takeovers and Mergers (the "**Takeover Code**") (the "**Formal Sales Process**"), with a view to identifying potential acquirers of the entire issued and to be issued ordinary share capital of Futura.

In accordance with Rule 2.11 of the Takeover Code, I direct you to the Announcement, which has been published on Futura's website at www.futuramedical.com. In addition, a copy of this letter and all other information, documents and announcements relating to the Formal Sales Process have been made available and will remain available during the course of the Formal Sales Process on Futura's website at www.futuramedical.com. For the avoidance of doubt, the content of Futura's website is not incorporated into, and does not form part of, this communication.

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.

Although the Announcement has put Futura into what is known as an "offer period" under the Takeover Code, there can be no certainty that an offer will be made nor as to the terms of any such offer nor that any changes will result from the Formal Sales Process.

To the extent that Futura publishes a circular in respect of any offer received, you (as a Futura employee) have a right under Rule 25.9 of the Takeover Code to have an opinion from your employee representatives (if any) on the effects of that offer on your employment published. Provided that such opinion is received in good time before publication of the circular, that opinion will be appended to any circular that may be published by Futura in respect of any offer received in accordance with the requirements of Rule 25.9 of the Takeover Code. Futura will be responsible for the costs reasonably incurred by you or the employee representatives (if any) in obtaining advice required for the verification of the information contained in their opinion.

This communication also includes a summary of the disclosure requirements under Rule 8 of the Takeover Code (which may apply to you if you are a shareholder of the Company) and certain other information that is required to be provided to you in accordance with the Takeover Code.

For any queries regarding administrative matters in view of the Announcement, please call Angela Hildreth on 07976 627 632 during normal business hours.

If you receive any questions from investors, or are contacted by the media, please say that you have no comment and pass the questions to Angela Hildreth at angela.hildreth@futuramedical.com and Alex Duggan at alex.duggan@futuramedical.com.

Yours faithfully

Alexander Duggan
Chief Executive Officer
Futura Medical plc

Right to request hard copies

You may request a copy of this communication and the Announcement and any information incorporated into it by reference to another source in hard copy form by writing to our registrars MUFG Corporate Markets, PXS 1, Central Square, 29 Wellington Street, Leeds, LS1 4DL or by email shareholderenquiries@cm.mpms.mufg.com, or by calling +44 (0) 371 663 0391 during normal business hours. A hard copy of the Announcement will not be sent to you unless you so request it.

You may also request that all future documents, announcements and information sent to you in relation to the Formal Sales Process should be sent to you in hard copy form, again by contacting MUFG Corporate Markets, as set out above.

Directors' responsibility statement

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

Information

This communication is for information purposes only and is not intended to and does not constitute or form part of any offer, invitation or the solicitation of an offer to purchase, otherwise acquire, subscribe for, sell or otherwise dispose of, any securities, or the solicitation of any vote or approval in any jurisdiction, pursuant to this letter, the Announcement or otherwise. Any offer, if made, will be made solely by certain offer documentation which will contain the full terms and conditions of any offer, including details of how it may be accepted. The distribution of this letter and the Announcement in jurisdictions other than the United Kingdom and the availability of any offer to shareholders of Futura who are not resident in the United Kingdom may be affected by the laws of relevant jurisdictions. Therefore any persons who are subject to the laws of any jurisdiction other than the United Kingdom or shareholders of Futura who are not resident in the United Kingdom will need to inform themselves about, and observe any applicable requirements.

Disclosure Requirements of the Takeover Code

Under Rule 8.3(a) of the Takeover 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 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 Takeover 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 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.

Provision of addresses, electronic addresses and other details

Please note that addresses, electronic addresses and certain other information provided by the shareholders of Futura, persons with information rights and other relevant persons for the receipt of communications from Futura may be provided to an offeror during the offer period as required under Section 4 of Appendix 4 of the Takeover Code to comply with Rule 2.11(c) of the Takeover Code.