

Dear colleagues

On 17 April 2025, the boards of directors of Science in Sport plc ("**SiS**" or the "**Company**") and Einstein Bidco Limited ("**Bidco**"), a newly formed company indirectly wholly-owned by funds advised by bd-capital Partners Limited, announced that they had reached agreement on the terms and conditions of a recommended cash acquisition of the Company by Bidco (the "**Acquisition**").

We are required to give you notice, in accordance with Rule 2.11 of the City Code on Takeovers and Mergers (the "**Code**"), that the announcement of the Acquisition (the "**Announcement**") has been published on the Company's website at <https://www.sisplc.com/possible-offer/>.

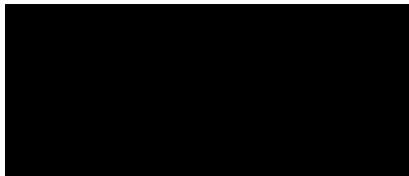
A copy of this communication and all other information, documents and announcements relating to the Acquisition process will remain available during the course of the offer period, subject to certain restrictions relating to persons resident in restricted jurisdictions, on the Company's website at <https://www.sisplc.com/possible-offer/>.

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

We will keep you updated and, if you have any questions, please contact Bernadette Ude-Wetherell.

If you receive any questions from customers or suppliers, or are contacted by the media, please say that you have no comment and pass the questions to Chris Welsh.

Yours faithfully



Daniel Wright

Legal and regulatory

This communication is only addressed to employees, 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 in any doubt as regards the contents of this communication, you are recommended to seek your own financial advice immediately from your stockbroker, bank manager, solicitor or other independent adviser authorised under the Financial Services and Markets Act 2000 (as amended) if you are resident in the United Kingdom or an appropriately authorised independent financial adviser if you are resident outside the United Kingdom.

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

Employee representatives' opinion

In accordance with the requirements of the Code, we also inform you:

- of the right of employee representatives of the Company and its group companies (the "**SiS Group**") (if any), under Rule 25.9 of the Code, to have a separate opinion on the effects of the Acquisition on SiS Group employment arrangements published. Any such opinion, if prepared, would be appended to the circular in relation to the Acquisition which will, in due course, be sent to SiS shareholders (the "**Scheme Document**"), in accordance with Rule 25.1 of the Code, provided that such opinion is received in good time before publication of the Scheme Document. If any such opinion is not received in good time before such publication but it is received no later than 14 days after the date on which the Acquisition becomes unconditional or otherwise becomes effective, such opinion would be published, promptly on receipt by the Company, on the Company's website and the Company would announce via a regulatory information service that it had been so published; and
- that the Company will be responsible for the costs of the publication of any such opinion and the costs reasonably incurred by any employee representatives in obtaining advice required for the verification of the information contained in that opinion.

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 the Company's registrar, Equiniti, between 8:30 a.m. and 5:30 p.m. Monday to Friday (excluding English and Welsh public holidays) on +44 (0) 371 384 2050. 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 and different charges may apply to calls from mobile telephones. Please note that Equiniti cannot provide any financial, legal or tax advice and calls may be recorded and monitored for security and training purposes. 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. 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.