

13 May 2024

To Mission Group plc employees

Dear Colleague

Possible offer by Brave Bison Group plc (“Brave Bison”) for Mission Group plc (“MISSION”)

On 12 May 2024, Brave Bison announced a possible offer to acquire the entire issued and to be issued ordinary share capital of **MISSION** (the “Possible Offer Announcement”) under Rule 2.4 of the City Code on Takeovers and Mergers (the “Code”).

In response to the Possible Offer Announcement, on 13 May 2024, the board of directors of **MISSION** released a statement unanimously rejecting the possible offer and advising **MISSION** shareholders to take no action in relation to the Possible Offer Announcement (the “Response Announcement”).

As required by Rule 2.11 of the Code please find enclosed a copy of the Possible Offer Announcement. A copy of the Response Announcement is also enclosed.

Please note that this letter is not a summary of the information contained in the Possible Offer Announcement or the Response Announcement and should not be regarded as a substitute for reading the Possible Offer Announcement or the Response Announcement in full.

The Possible Offer Announcement has now triggered what is known as an “offer period” under the Code. The Possible Offer Announcement does not constitute an announcement of a firm intention to make an offer under Rule 2.7 of the Code. Accordingly, there can be no certainty that an offer will ultimately be made.

In accordance with Rule 2.6(a) of the Code, Brave Bison is required, by not later than 5:00 p.m. on 9 June 2024 to either announce a firm intention to make an offer for **MISSION** in accordance with Rule 2.7 of the Code or announce that it does not intend to make an offer, in which case the announcement will be treated as a statement to which Rule 2.8 of the Code applies. This deadline can be extended with the consent of the Panel on Takeovers and Mergers in accordance with Rule 2.6(c) of the Code.

I am required by the Code to inform you that employees have the right to have an opinion on the effects of the possible offer on employment appended to the circular that would be sent by the **MISSION** board to shareholders in response to an offer by Brave Bison (if one were to be made), and that **MISSION** must pay for the costs of the publication of such opinion and the costs reasonably incurred by employees in obtaining advice required for the verification of the information contained in that opinion in order to ensure that it meets the high standards of care and accuracy provided for under the Code.

Further information will be available in due course.

Yours faithfully,

James Clifton

Chief Executive Officer

The Mission Group plc

Important information

Please be aware that, as stated, this communication is sent to you in your capacity as an employee in connection with the Possible Offer. If you are also a shareholder of **MISSION** you will receive a separate communication from me pursuant to Rule 2.11 of the Code also attaching a copy of the Possible Offer Announcement together with certain other information that I am required by the Code to include.

The directors of **MISSION** accept responsibility for the information contained in this document (including any expressions of opinion) and to the best of their knowledge and belief (having taken all reasonable care to ensure that such is the case), the information in this document is in accordance with the facts and does not omit anything likely to affect the import of such information.

Disclosure requirements of the Code

Under Rule 8.3(a) of the Code, any person who is interested in one 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 Code, any person who is, or becomes, interested in one 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 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.