



Skyliner Way, Bury St Edmunds, Suffolk, IP32 7FR, United Kingdom

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This letter should be read in conjunction with the scheme circular to shareholders of Treatt PLC (**Treatt**) dated 12 May 2026 containing, inter alia, the Scheme of Arrangement (the **Scheme Document**) which is available to view and download on Treatt's website at www.treatt.com/investor-relations/offer-for-treatt. Words and expressions defined in the Scheme Document have the same meaning in this letter unless the context otherwise requires.

Treatt PLC

(a public limited company limited by shares incorporated in England and Wales with registered number 01568937)

Registered Office:

Unit 1 Skyliner Way, Bury St Edmunds, Suffolk, United Kingdom, IP32 7FR

To: Holders of options granted in 2023 and 2024 (**Options**) under the Treatt PLC Save as You Earn Share Option Scheme (the **SAYE Plan**)

12 May 2026

Dear Option Holder,

RECOMMENDED CASH ACQUISITION OF TREATT BY DÖHLER FINANCE MANAGEMENT B.V. (DÖHLER): EFFECT ON YOUR OPTIONS UNDER THE SAYE PLAN

On 29 April 2026, the boards of Treatt and Döhler announced that they had reached agreement on the terms of a recommended cash offer pursuant to which Döhler will acquire the entire issued and to be issued share capital of Treatt not already owned by Döhler (the **Acquisition**). The Acquisition is to be effected by way of a

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scheme of arrangement under Part 26 of the Companies Act 2006 (the **Scheme**) which requires the approval of Scheme Shareholders (as set out in the Scheme Document referred to below) and the sanction of the Court.

If the Scheme becomes Effective in accordance with its terms, Treatt shareholders whose shares are subject to the Scheme will receive 305 pence in cash for each Treatt Share they hold.

If you want to read more about the Acquisition and the Scheme, please go to www.treatt.com/investor-relations/offer-for-treatt where you will find the Scheme Document that was sent to Treatt shareholders on 12 May 2026. **Please note that this letter is for information only. You do not need to take any action in relation to the Options covered by this letter.**

1. **Why are we writing to you?**

You are receiving this letter because you hold one or more Options granted under the SAYE Plan on 13 July 2023 and 11 July 2024 with an exercise price of £5.66 (for 2023 Options) and £3.71 (for 2024 Options).

2. **What would happen if you exercised your Options and participated in the Acquisition?**

You would have to pay more to exercise your Options than the value you would receive under the terms of the Acquisition for the Treatt Shares acquired on exercise. Consequently, regardless of whether your Options are currently exercisable or become exercisable as a result of the Acquisition, if you were to exercise your Options and participate in the Acquisition, you would make a loss.

As a result, based on the cash consideration price of 305 pence per Treatt Share under the terms of the Acquisition, the exercise of your Options is not recommended.

If, however, you still want to exercise your Options before the Acquisition occurs, you should contact the Company Secretary, Nick Hartigan, by email at _cosec@treatt.com as soon as possible.

Please note also that if the Acquisition completes, your unexercised Options will lapse 20 days after the Court sanctions the Scheme and you will no longer have any right or entitlement to receive Treatt Shares or any compensation in connection with your Options.

3. **What happens to your savings if you do not exercise your Options?**

Your savings will be returned to you when your savings contract comes to an end (or earlier if you request the return of your savings via the Signal Shares portal – www.signalshares.com).

4. **What if the Acquisition does not complete?**

If the Acquisition does not complete for whatever reason, your Options will continue as normal in accordance with the rules or other terms of the SAYE Plan.

5. **What if you participate in any other Treatt Share Plans?**

This letter does not apply to any other options or awards over Treatt Shares which have been granted to you under any other Treatt Share Plan. You will receive a separate letter in relation to such other options or awards, if applicable to you. This letter also does not apply to any Treatt

Shares you already own. For the terms and conditions in relation to those shares, please refer to the Scheme Document.

6. **Further assistance**

If you have any queries in relation to this letter and/or your Options, you should contact the Company Secretary, Nick Hartigan, by email at _cosec@treatt.com. However, please note that neither Nick Hartigan nor Treatt will be able to provide you with any financial, legal or tax advice in relation to your Options.

Yours faithfully,

Manprit Randhawa

CFO and Interim Group MD

Treatt PLC

Notes:

- (i) If there is any conflict between this letter and the terms of the Options or any applicable legislation, the terms of the Options and/or any applicable legislation will take precedence.
- (ii) The Treatt Directors, whose names are set out in paragraph 2.1 of Part 7 of the Scheme Document, accept responsibility for the information contained in this letter, including expressions of opinion. To the best of the knowledge and belief of the Treatt Directors (who have taken all reasonable care to ensure that such is the case), the information contained in this document for which they are responsible is in accordance with the facts and does not omit anything likely to affect the import of such information.
- (iii) Nothing in this letter will be construed as investment advice or any investment recommendation given by Treatt.
- (iv) Accidental omission to despatch this letter to, or any failure to receive the same by, any person to whom it is applicable, will not invalidate its contents in any way.
- (v) Receipt of documents will not be acknowledged. All documents sent by or to an Option Holder will be sent at the individual's own risk. If an Option Holder has received this letter in electronic form, they may request that a copy of this document be sent to them in hard copy form and that all future documents be sent to them in hard copy form. Requests should be submitted to Treatt's registrar, MUFG Corporate Markets, at MUFG Corporate Markets, PXS 1, Central Square, 29 Wellington Street, Leeds, LS1 4DL, or call on 0371 664 0321 or from overseas +44 (0) 371 664 0321. Calls are charged at the standard geographical rate and will vary by provider. Calls outside the United Kingdom will be charged at the applicable international rate. Lines are open between 9.00 a.m. and 5.30 p.m. (London time), Monday to Friday (excluding public holidays in England and Wales). Please note that MUFG Corporate Markets cannot provide any financial, legal or tax advice. Calls may be recorded and monitored for security and training purposes.
- (vi) A copy of this letter will be available to view on Treatt's website at www.treatt.com/investor-relations/offer-for-treatt.