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STRICTLY PRIVATE AND CONFIDENTIAL

16 February 2022

To employees of Filta Group Holdings plc and its subsidiary undertakings (the "**Company**")

Statement regarding all share Offer for Filta Group Holdings plc

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 <https://filtapl.com/investor-relations> a copy of the announcement released by Filta Group Holdings plc ("**Filta**") on 16 February 2022 (the "**Announcement**") that the board of directors of Franchise Brands PLC, ("**Franchise Brands**"), and Filta have reached agreement on the terms of a recommended all share offer for Filta pursuant to which Franchise Brands will acquire the entire issued and to be issued share capital of Filta (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 an offer under the Code and that a formal offer document will be published shortly.

We will make further announcements when appropriate.

Opinion of employee representatives

Filta 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 Filta 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 Filta will publish the opinion on the Filta website and announce that it has been published by an RNS announcement. Filta will 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 Filta 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 Filta 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 Franchise Brands

Please note that addresses, electronic addresses and certain other information provided by you for the receipt of communications from Filta (e.g., elections to receive communications in a particular form) may be provided to Franchise Brands 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.filtapl.com by no later than 12 noon (London time) on the business day following the date of this letter. The content of the website referred to in this letter is not incorporated into and does not form part of this letter.

Although this letter may appear formal it is a necessary requirement of the Code that the Company must comply with. Filta 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 have any queries in relation to this letter, you should contact myself at tworledge@filta.com or Brian Hogan at bhogan@filta.com without delay.

Yours faithfully

A handwritten signature in blue ink, appearing to read "Tim Worledge". The signature is written in a cursive style with a large, sweeping flourish at the end.

Chair

Filta Group Holding plc