



THIS LETTER IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION.

IF YOU ARE IN ANY DOUBT AS REGARDS THE CONTENTS OF THIS LETTER, 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 IN THE UNITED KINGDOM, OR FROM ANOTHER APPROPRIATELY AUTHORISED INDEPENDENT FINANCIAL ADVISER IF YOU ARE IN A TERRITORY OUTSIDE THE UNITED KINGDOM.

IF YOU HAVE SOLD OR OTHERWISE TRANSFERRED ALL OF YOUR ORDINARY SHARES IN ADVANZ PHARMA CORP. LIMITED, PLEASE SEND THIS LETTER TOGETHER WITH THE ENCLOSED ANNOUNCEMENT AT ONCE TO THE PURCHASER OR TRANSFEREE OR TO THE STOCKBROKER, BANK OR OTHER AGENT THROUGH WHOM THE SALE OR TRANSFER WAS EFFECTED FOR DELIVERY TO THE PURCHASER OR THE TRANSFEREE. IF YOU HAVE SOLD OR TRANSFERRED ONLY PART OF YOUR ORDINARY SHARES IN ADVANZ PHARMA CORP. LIMITED, YOU SHOULD RETAIN THIS LETTER AND CONSULT THE BANK, STOCKHOLDER OR OTHER AGENT THROUGH WHOM THE SALE WAS EFFECTED.

THE RELEASE AND PUBLICATION OF SHAREHOLDER DOCUMENTS IN, INTO OR FROM JURISDICTIONS OTHER THAN THE UNITED KINGDOM MAY BE RESTRICTED BY THE LAWS OF THOSE JURISDICTIONS AND THEREFORE PERSONS INTO WHOSE POSSESSION SUCH DOCUMENTS COME SHOULD INFORM THEMSELVES ABOUT, AND OBSERVE, ANY SUCH RESTRICTIONS OR APPLICABLE REQUIREMENTS. FAILURE TO COMPLY WITH ANY SUCH RESTRICTIONS OR APPLICABLE REQUIREMENTS MAY CONSTITUTE A VIOLATION OF THE SECURITIES LAWS OF ANY SUCH JURISDICTION.

27 January 2021

To the employees and employees representatives of ADVANZ Pharma Corp. Limited

Dear Colleagues,

Recommended Cash Offer for ADVANZ Pharma Corp. Limited (the “Company”)

In accordance with Rule 2.11 of the City Code of Takeovers and Mergers (the “**Code**”), please find accompanying this letter a copy of the announcement that was released by the Company on 27 January 2021 (the “**Announcement**”), relating to a recommended cash offer pursuant to which Cidron Aida Bidco Limited (an indirect wholly owned subsidiary of Nordic Fund X Epsilon) will acquire the entire issued and to be issued limited voting share capital of the Company (the “**Offer**”). This letter is being made available to you as an employee of the Company’s group (the “**Company’s Group**”).

You can access a copy of the Announcement, free of charge, on the Company’s website at <https://www.advanzpharma.com/investors> (subject to any restrictions that may apply to you in any particular jurisdictions, if you are a shareholder). For the avoidance of doubt, the content of this website is not incorporated into, and does not form part of, this letter. It is expected that the Offer will be implemented by way of a scheme of arrangement.

The full text of this letter and all other announcements, information and documents relating to the Offer and the Offer process will be available during the course of the offer period on the same website. The



formal Offer documentation providing further information about the Offer will be sent to shareholders, holders of shares in the Company's management incentive plan and persons with information rights and made available to employees, when published in due course.

You are hereby informed of the right of employees under Rule 25.9 of the Code to have a separate opinion on the effects of the Offer on employment appended to the formal scheme document to be sent by the Company to shareholders, holders of shares in the Company's management incentive plan and persons with information rights and made available to employees, when published, provided that such opinion is received in good time before publication of such scheme document. If any opinion is not received in good time, it will be published promptly on the Company's website so long as the opinion is received no later than 14 days after the date on which the scheme of arrangement becomes effective.

Under Note 1 on Rule 25.9 of the Code, the Company will pay for the costs of publishing any such opinion and those reasonably incurred in obtaining advice required for the verification of information contained in any such opinion in order to comply with the standards of Rule 19.1 of the Code.

Please note that, under the Code, addresses, electronic addresses and certain other information provided by you for the receipt of communication from the Company may be provided to an offeror during the offer period as required under Section 4 of Appendix 4 of the Code.

If you have any questions about the contents of this letter, administrative matters or what action you need to take then please contact Robert Sully, General Counsel on +44 208 588 9164 during normal business hours, or email Robert.Sully@advanzpharma.com.

Yours faithfully,

Robert Sully, General Counsel



Important information

The directors of the Company accept responsibility for the information contained in this letter. To the best of the knowledge and belief of the directors of the Company (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.

This notification is not a summary of the Announcement and should not be regarded as a substitute for reading the Announcement in full.

You may request a copy of this letter and the Announcement in hard copy form from TSX Trust Company by writing to 301-100 Adelaide Street West Toronto, Ontario, M5H 4H1 or by calling +1-866-600-5869 during normal business hours. A hard copy of this letter and 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 Offer should be sent to you in hard copy form, again by writing to the address set out above or by calling the telephone number above.

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

Disclosure requirements of the Code

Under Rule 8.3(a) of the Code, any person who is interested in 1% 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% 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.

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.