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**Tungsten Corporation plc**

(Incorporated in England and Wales under the Companies Act 2006 with registered number 07934335)  
Registered office: Pountney Hill House, 6 Laurence Pountney Hill, London, EC4R 0BL

16 December 2021

**To: The employees of Tungsten Corporation plc (the Company)**

We are writing to inform you of recent developments relating to the Company as required under Rule 2.11(a)(ii) of the City Code on Takeovers and Mergers (the **Code**). The Company has recently received an approach in relation to a possible offer (**Proposal**) from Kofax, Inc. (**Bidder**) for the entire issued and to be issued ordinary share capital of the Company. The Company is also in early stage discussions with Jaggaer, LLC and Accel-KKR in relation to a possible offer for the entire issued and to be issued share capital of the Company.

The possible offer announcement (**Announcement**) is available on the Company's website at <https://www.tungsten-network.com/about-us/investor-hub/regulatory-news/>.

If Kofax, Inc., or any other bidder, announces a firm offer for the Company, the formal offer documentation providing further information will be made available on the Company's website in due course.

We inform you in your capacity as an employee of the Company to certain rights that you have under Rule 25.9 of the Code. Such rights entitle employees of the Company to have appended to any circular prepared by the board and addressed to the Company's shareholders an opinion from employee representatives on the effects of any possible offer on employment so long as such opinion is provided to and received by the board in good time before publication of that circular. (Note that, even if that opinion is not received by the board in good time to merit inclusion in the circular, the Company will be obliged to publish promptly such opinion on its website and also make a regulatory announcement to state that it has been so published, so long as the opinion is received no later than 14 days after the date on which any offer for the entire issued and to be issued share capital of the Company becomes or is declared wholly unconditional.)

Under Note 1 on Rule 25.9 of the Code, the Company will pay for the employee representatives to obtain professional advice required for the verification of the information contained in the opinion. This notice is being given in accordance with Rule 2.11(d) of the Code.

You may also request that all future documents, announcement and information to be sent to you in relation to any offer should be in hard copy form.

Yours sincerely

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**Chairman**  
**Tungsten Corporation plc**