

WE ARE REQUIRED BY THE CITY CODE ON TAKEOVERS AND MERGERS TO MAKE THIS COMMUNICATION AND THE ANNOUNCEMENT TO WHICH IT REFERS AVAILABLE TO YOU.

15 May 2026

To: employees of Zinnwald Lithium plc

Dear Colleague,

Recommended offer for Zinnwald Lithium plc (the "Company" or "Zinnwald Lithium") by AMG Lithium B.V. ("AMG Lithium") a direct wholly owned subsidiary of AMG Critical Minerals N.V. ("AMG")

The Company announced on 14 May 2026 that the independent directors of the Company (comprising all directors except for Dr. Stefan Scherer who is AMG's board representative) have reached agreement on the terms of a recommended offer by AMG Lithium, a wholly owned subsidiary of AMG, to acquire the entire issued and to be issued ordinary share capital of the Company not already owned by AMG which is an existing 29.3 per cent. shareholder in the Company (the "Offer"). It is intended that the acquisition will be effected by way of a scheme of arrangement under Part 26 of the Companies Act 2006 ("Scheme").

Under the terms of the Offer, each Zinnwald Lithium Shareholder will be entitled to receive for each Zinnwald Lithium Share:

5.0 pence in cash; and
0.001577 New AMG Shares

Based on the volume-weighted average price of an AMG Share for the 30-day period up to and including the Latest Practicable Date of €36.60 and the GBP:EUR exchange rate of 1.1545 on 13 May 2026 (being the Latest Practicable Date), the Offer values each Zinnwald Lithium Share at approximately 10.0 pence each, and values the entire issued, and to be issued, ordinary share capital of Zinnwald Lithium at approximately £57.18 million on a fully diluted basis.

The purpose of this letter is to give you notice, in accordance with Rule 2.11 of the City Code on Takeovers and Mergers (the "Code"), that an announcement, under Rule 2.7 of the Code, was released on 14 May 2026 setting out the background to and reasons for the acquisition (the "Announcement"), a copy of which is available on the Company's website at www.zinnwaldlithium.com/investors/project-disclaimer/.

This letter is being sent to you as employees of the Company. A copy of this letter, the full text of the Announcement and copies of all other information, documents and announcements relating to the Offer will remain available during the course of the offer period on the Company's website at www.zinnwaldlithium.com/investors/project-disclaimer/. The content of the website referred to in this letter is not incorporated into and does not form part of this letter.

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.

As indicated in the Announcement, the formal document relating to the Scheme (the "Scheme Document"), which will set out the full terms and conditions of the Offer and contain the notices of the requisite shareholder meetings to be convened in connection with the Scheme, and the associated forms of proxy are expected to be dispatched to the Company's shareholders and others within 28 days of the date of the Announcement. Further details relating to the Scheme will be set out in the Scheme Document.

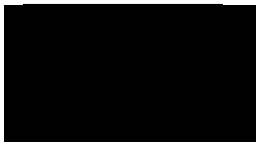
The Announcement has put the Company into an 'offer period' under the Code.

The Company wishes to inform you that, should a firm offer be made for the Company, under Rule 25.9 of the Code, you (as employees of the Company) are entitled to have a separate opinion from your employee representatives (if any) on the effects of any offer on your employment appended to the formal offer documentation (if received in good time before publication) or otherwise published in accordance with the requirements of Rule 25.9 of the Code. The Company will be responsible for the costs reasonably incurred by the employee representatives in obtaining advice required for the verification of the information contained in any such opinion.

A summary of the disclosure requirements under Rule 8 of the Code for all persons with a direct or indirect interest in 1 per cent. or more of the shares of the Company is set out below.

If you have any questions about the contents of this letter, then please contact me at telephone number [REDACTED] or via email to [REDACTED]

Yours faithfully,



Cherif Rifaat
Company Secretary

NOT FOR RELEASE, PUBLICATION OR DISTRIBUTION, IN WHOLE OR IN PART, IN, INTO OR FROM ANY JURISDICTION WHERE TO DO SO WOULD CONSTITUTE A VIOLATION OF THE RELEVANT LAWS OF SUCH JURISDICTION.

Directors' Responsibility Statement

The directors of the Company (the "Directors") accept responsibility for the information contained in this letter (including any expressions of opinion). To the best of the knowledge and belief of the 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.

Provision of addresses, electronic addresses and other details

If you are also a shareholder, please be aware that addresses, electronic addresses and certain other information provided by you for the receipt of communications from the Company may be provided to AMG (or another offeror) during the offer period as required under Section 4 of Appendix 4 of the Code to allow them to contact you directly in connection with an offer.

Website notification

This letter is a website notification for the purposes of the Code.

Right to request hard copies

You may request a hard copy of this letter and the Announcement by contacting [REDACTED] (at telephone number [REDACTED] or via email to [REDACTED]). It is important to note that unless you make such a request, hard copies of any documents relating to the Offer will not be sent to you. You may also request that all future documents, announcements and information to be sent to you in relation to the Offer should be in hard copy form.

Disclosure requirements of the Takeover Code

Under Rule 8.3(a) of the Takeover 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 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 Takeover 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(s), 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 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.