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3 March 2026

To: Employees of the CAB Payments group

ANNOUNCEMENT OF A FIRM OFFER FOR CAB PAYMENTS HOLDINGS PLC (CAB PAYMENTS OR THE COMPANY) BY THE HELIOS CONSORTIUM

On 2 March 2026, the Helios Consortium (as defined below) made an announcement under Rule 2.7 of the City Code on Takeovers and Mergers (the **Code**), setting out its firm intention to make an offer for the entire issued and to be issued share capital of CAB Payments Holdings plc (the **Rule 2.7 Announcement**) (excluding the shares already owned or controlled by Helios Fund III) (the **Offer**).

Following the publication of the Rule 2.7 Announcement, the Board of CAB Payments excluding Henry Obi and Nitin Kaul (the **Independent Board**) issued an announcement setting out its views on the Offer (the **Response Announcement**).

As required by the City Code on Takeovers and Mergers (the **Code**), a copy of this letter, the Rule 2.7 Announcement and the Response Announcement are available on the Company's website at www.cabpayments.com. For the avoidance of doubt, the contents of the Company's website are not incorporated into, and do not form part of, this letter.

The 'Helios Consortium' comprises Helios Investors V, L.P., Helios Investors V (Mauritius) L.P. and Helios Fairfax Partners Corporation, with the support of Helios Investors III, L.P. and Helios Investors III (A), L.P. (**Helios Fund III**).

Employees of the CAB Payments group (including Crown Agents Bank) have the right under Rule 25.9 of the Code to have published, at the Company's cost, a separate opinion on the effects of the Offer on employment. Any such opinion will be appended to the circular on the Offer that will be published by the Company in accordance with the requirements of Rule 25.9 of the Code. The Company will be responsible for the costs reasonably incurred by employees in obtaining advice required for the verification of the information contained in that opinion.

Yours faithfully,

Ann Cairns

Chair

CAB Payments Holdings plc

The Code

The Company is subject to the Code. Details of the Code can be found on the Takeover Panel's website at: www.thetakeoverpanel.org.uk. This letter is being sent in accordance with Rule 2.11 of the Code.