

30<sup>th</sup> of September 2025

Dear Valued Clients, Colleagues and Partners,

I am delighted to share our exciting news about the future of RQA Group. After 22 years of running the business, Helen and I have taken the decision to transfer ownership of the company into an **Employee Ownership Trust (EOT)** with effect from 30<sup>th</sup> of September 2025.

This is an important milestone for the company and one that we believe is a positive step for everyone connected with RQA.

- **For our employees**, it means they will now have a real stake in the future of the business, with a stronger voice in how we grow and develop. This reflects the company's strong people focused culture and underlines its status as a unique consultancy in product recall, crisis management and product risk.
- **For our clients**, it ensures complete continuity, stability and the same high quality, responsive service you have always relied on us for. In fact, you will have the knowledge that all our employees now have a vested interest in the success of the company and will strive even harder to exceed your expectations.
- **For our partners and suppliers**, it provides long term assurance and stability that we remain a reliable, trusted and values driven partner. With a continually growing business we will be looking to engage with you even more.

I am excited that we are making this move. Selling our shares to the trust fixes the company's independence and completely avoids the inevitable uncertainty linked with a sale to a third party. It ensures uninterrupted high standards and our commitment to our clients while recognising the vital contribution of our employees. I will remain as MD for the long term and will continue to provide guidance and support to the business, clients and colleagues alike.

This change is about **building for the future**, building further on the company's culture, protecting our values and ensuring that our success is shared with the people who make it possible every day.

Thank you for your continued support and partnership. We all look forward to working with you in this exciting new chapter for RQA.

Warm regards,

Vince Shiers Ph.D.  
Managing Director  
RQA Europe Limited trading as RQA Group

