

Section 430(2B) Companies Act 2006 Statement – Stephen Bird

Salary and benefits

Stephen Bird's 12-month notice period commenced on 25 October 2024, and he will continue to receive salary and benefits in the normal way until the expiry of his notice period on 25 October 2025.

Stephen Bird will receive a payment in lieu of accrued but untaken holiday as at the termination date of his employment.

Long Term Incentive Plan ("LTIP")

Stephen Bird's outstanding LTIP award granted in 2022 is expected, to the extent the performance conditions are met, to vest in the ordinary course in March 2025. Details of the award are set out in the table below.

| Date of grant | Number of shares under award | Normal Vesting Date |
|----------------------|-------------------------------------|----------------------------|
| 11 March 2022 | 55,722 | 11 March 2025 |

Awards granted under the LTIP in 2024 will lapse in full when Stephen Bird's employment terminates in October 2025.

Deferred Bonus Plan ("DBP")

Stephen Bird's outstanding DBP awards are expected to vest in full in accordance with their normal vesting dates in 2025 and 2026, as set out in the table below.

| Date of grant | Number of shares under award | Normal Vesting Date |
|----------------------|-------------------------------------|----------------------------|
| 4 April 2022 | 11,115 | 4 April 2025 |
| 3 April 2023 | 9,093 | 3 April 2026 |

Professional Costs

Stephen Bird will receive a capped contribution towards outplacement support of up to £30,000 (plus VAT) and a capped contribution towards his legal fees in connection with his departure of up to £20,000 (plus VAT).

Stephen Bird will not receive any other remuneration payment or payment for loss of office.