

Section 430(2B) Companies Act 2006 Statement – Andrea Rigamonti

Andrea Rigamonti ceased to be a director of Videndum plc on 25 October 2025. He remained an employee of Videndum plc post this date and under a Separation Agreement dated 19 December 2024 the following exit terms were agreed.

Salary and benefits

Andrea Rigamonti's 12-month notice period commenced on 19 December 2024, and he will continue to receive salary and benefits in the normal way until the expiry of his notice period on 20 December 2025.

Andrea Rigamonti will receive a severance payment of £30,000 as at the termination date of his employment.

Long Term Incentive Plan ("LTIP")

Andrea Rigamonti'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	13,388	11 March 2025

The LTIP award granted in 2024 has been pro-rated to the termination date of 20 December 2025 and remains capable of vesting, subject to the satisfaction of performance conditions. Details of the award are set out below:-

Date of grant	Number of shares under award (pro rated to termination date)	Normal Vesting Date
2 May 2024	83,629	2 May 2027

Deferred Bonus Plan ("DBP")

Andrea Rigamonti's outstanding DBP award is expected to vest in full in accordance with the normal vesting date in April 2026, as set out in the table below.

Date of grant	Number of shares under award	Normal Vesting Date
3 April 2023	317	3 April 2026

Sharesave

Andrea Rigamonti's outstanding Sharesave award granted on 12 June 2024 over 2,865 options at a price of £2.24 per ordinary share remains capable of exercise for a period of six months after the termination date of 20 December 2025. Any exercise will be over a pro rata number of options at the point of exercise and dependent upon savings made at the point of exercise.

Professional Costs

Andrea Rigamonti will receive a capped contribution towards his legal fees in connection with his departure of up to £2,750 (plus VAT).

Andrea Rigamonti will not receive any other remuneration payment or payment for loss of office.