

Section 430(2B) Disclosure

Disclosure pursuant to section 430(2B) of the Companies Act 2006 – William L. Kozyra

Further to the RNS announcement on 21 September 2021 William L. Kozyra, President & Chief Executive Officer, will step down from the Board of Directors upon his retirement on 1 October 2021. Mr. Kozyra will continue to receive full salary and benefits until his retirement date without any payment for loss of office or cessation of employment. In accordance with his employment agreement and consistent with his status as a 'good leaver', Mr. Kozyra will receive (i) a pro-rata Annual Bonus for 2021 and (ii) all his outstanding and unvested annual Long Term Incentive Plan share grants will fully time vest, but vesting will, in all circumstances, remain subject to the achievement of the applicable performance metrics.