

Section 430(2B) Disclosure

Disclosure pursuant to section 430(2B) of the Companies Act 2006 – Ron Hundzinski

Further to the RNS announcements on 2 November 2022 and 6 April 2023, Ronald Hundzinski retired and stepped down from the Board of Directors upon his retirement on 6 April 2023. His contract was terminated on 1 May 2023, and he was treated as a "good leaver." He did not receive any payment for loss of office or cessation of employment. His entitlement included deemed vesting of (i) a prorated portion of his LTIP grant for fiscal year 2021 and (ii) a prorated portion of his LTIP grant for fiscal year 2022, in each case based on achievement of the applicable performance metrics at the same level as the Chief Executive Officer of the Company (the "Pro-Rata LTIP Grants"). Such Pro-Rata LTIP Grants shall be settled at such time the LTIP grants for the applicable performance periods are settled with the Chief Executive Officer of the Company and support in tax preparation assistance and tax equalization benefits respecting the 2022 and 2023 taxable years (including 2023 tax return preparation occurring in 2024).