**Mike Maddison:** Section 430 (2B) Companies Act 2006 Statement

Further to the announcement dated 27 October 2026 in respect of Mike Maddison stepping down from the Board, the following information is provided in accordance with section 430(2B) of the Companies Act 2006.

Mike Maddison ceased to be a director on 27 October 2026.

**Salary, pension and benefits**

Mike Maddison's contractual 12-month notice period commenced on the date of announcement, 27 October 2026.

Mike Maddison's base salary and contractual benefits will continue to be paid during his notice period up to the termination date.

**Annual bonus**

Mike Maddison will remain eligible for an annual bonus in respect of the year ended 30 September 2026, subject to the applicable performance conditions, the rules of the 2026 Bonus Plan, the Directors' Remuneration Policy, applicable malus and clawback provisions and the discretion of the Remuneration Committee. 35% of any amount above £50,000 will be deferred into shares. Mike Maddison will not be eligible for a bonus for the year ending 30 September 2027.

**Deferred Annual Bonus Awards**

Subject to the applicable plan rules, malus and clawback provisions and the discretion of the Remuneration Committee, Mike Maddison will be treated as a good leaver in respect of his existing Deferred Annual Bonus Plan awards, together with any Deferred Annual Bonus Plan award arising from his 2026 bonus. Those awards will vest on their original vesting dates.

**Long Term Incentive Plans (LTIP) awards**

Mike Maddison will not receive an LTIP award for the 2027 financial year or any subsequent period.

Subject to the applicable plan rules, performance conditions, malus and clawback provisions and the discretion of the Remuneration Committee, the following will apply to Mike Maddions's outstanding 2023, 2024, and 2025 LTIP awards:

2023 LTIP award – this will remain capable of vesting on its normal vesting date, subject to the applicable performance conditions and time pro-rating under the LTIP rules.

2024 and 2025 LTIP awards – these will remain capable of vesting on their normal vesting dates, subject to the applicable performance conditions and time pro-rating under the LTIP rules by reference to the period from grant to the normal vesting date during which Mike Maddison was employed up to the termination date.

**Post-Employment Shareholding Requirements**

Under the Directors' Remuneration Policy, Mike Maddison will be required for the first year after 27 October 2026 to retain shares with a value equal to the lower of his actual shareholding on that date and 200% of salary, reducing to 100% of salary for the second year after that date.

**Other**

The Company will pay Mike Maddison's reasonable legal costs in connection with advice on the termination of his employment, up to £7,500 plus VAT, directly to his adviser's law firm on receipt of an appropriate invoice. The Company will also provide executive outplacement support at a cost of up to £20,000 gross.