Section 430(2B) Companies Act 2006 Statement

Norcros plc – James Eyre

In accordance with section 430(2B) of the Companies Act 2006, the following information is provided in respect of James Eyre, Chief Financial Officer of Norcros plc.

As announced on 16 April 2026, James Eyre informed the Board of his decision to step down as Chief Financial Officer later in the year. To ensure an orderly transition, Mr Eyre remained in position until 30 June 2026, when he ceased to be a director of Norcros plc. His employment will continue and he will focus on key strategic projects for the remainder of his notice period.

Remuneration arrangements

Mr Eyre will continue to receive his salary, pension and contractual benefits until he ceases employment on 16 April 2027. He will also continue to be eligible for an annual bonus in respect of the period worked, subject to the applicable rules and any relevant performance assessment. Mr Eyre will not receive an APSP award in FY27.

Treatment of outstanding remuneration

The treatment of Mr Eyres's remuneration on cessation of employment will be in line with the default provisions under the Company's Directors' Remuneration Policy for a good leaver, reflecting the nature of his cessation and noting his significant contribution to the Group over the last 12 years.

Payments for loss of office

No payment for loss of office has been or will be made.

Further disclosure

Further details of the remuneration arrangements relating to Mr Eyre have been disclosed in the Company's Annual Report and Accounts 2026.

This statement will be made available on the Company's website in accordance with section 430(2B) of the Companies Act 2006.