

## The UK Corporate Governance Code

The UK Corporate Governance Code 2018 (the 'Code') sets standards of good practice in relation to all areas of corporate governance in the UK. The Code applies to the Company. In this Annual Report, we report on how we applied the main principles of the Code and complied with its relevant provisions.

The Company was not in compliance with Provision 38 (alignment of Executive Directors' pension contributions with those of the wider workforce) during the year; however, the Executive Directors

were on a phased glidepath reduction in pension towards the workforce rate (as noted in page 125 in the Directors' Remuneration report) and alignment completed on 1 December 2022.

Elementis has complied with all other relevant provisions throughout the year ended 31 December 2022 and from that date up to the date of approval of this Annual Report. The Code is currently available [www.frc.org.uk](http://www.frc.org.uk)

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