The following information is provided in accordance with Section 430(2B) of the Companies Act 2006.

As announced on September 30th 2025, Ralph Hewins is to retire and so will step down from his role as Chief Financial Officer no later than 31 December 2025. He will remain employed by the Group in order to ensure an orderly handover to his successor, until he retires and his employment ends on 31 March 2026. Remuneration arrangements in respect of his departure reflect his contractual entitlements, the Directors' Remuneration Policy approved by shareholders at the Annual General Meeting on 29 April 2025 and the Rules of the relevant Plans.

Salary and benefits

Ralph Hewins will receive his normal remuneration under the terms of his service agreement through to 31 March 2026, after which he will retire and cease to be employed by the Group. He will receive a payment in lieu of any accrued but unused annual leave as of 31 March 2026. He will not be eligible for any salary increase in 2026.

Annual bonus

Ralph Hewins remains eligible to participate in the Elementis Group Annual Bonus Plan for the financial year ending 31 December 2025. Subject to achievement of performance measures, the payment of any bonus earned will be made by way of (a) cash lump sum to the value of 50% of the bonus entitlement in March 2026, and (b) deferred shares to the value of 50% of the bonus entitlement, which will vest 2 years later in March 2028. He will not be eligible for any bonus for 2026.

The deferred shares (net of any tax due) will need to be retained in connection with the two year post cessation of employment shareholding policy (see below).

Any bonuses paid will remain subject to malus and clawback as well as the wider terms of the plan. The bonus earned for the financial year ending 31 December 2025 will be disclosed in the 2025 Directors' Remuneration Report.

As a result of his retirement and cessation of employment, the deferred shares awarded in connection with annual bonuses earned for performance in 2023 (138,015 shares) and 2024 (145,966 shares) will vest on the earlier of his cessation of employment and the normal vesting date of the award. The net of tax number of these deferred share awards will need to be retained for two years towards the satisfaction of the Company's post cessation of employment share ownership guidelines (see below).

Long Term Incentive Plan Awards

As a result of his retirement, Ralph Hewins is a good leaver under the Rules of the Elementis Long Term Incentive Plan ('LTIP').

As a result, his 2023, 2024 and 2025 LTIP awards will vest on their normal vesting dates in 2026, 2027 and 2028 respectively, subject to pro-rata reduction to reflect the period from grant to the cessation of his employment on 31 March 2026 relative to three years and the application of performance conditions.

After pro-ration to 31 March 2026, Ralph Hewins has 582,216 shares eligible to vest under the 2023 LTIP award, 322,463 shares eligible to vest under the 2024 LTIP award and 146,137 shares eligible to vest under the 2025 LTIP award. Dividend equivalents will be additional to these numbers.

In accordance with the rules of the LTIP, any vested shares will remain subject to the terms of the Plan which include a two year holding period from vesting and malus and clawback provisions.

<u>Other payments</u>

Ralph Hewins will receive a capped contribution of up to £5,000 (excluding VAT) towards legal advisory fees incurred in connection with his departure.

<u>Further information</u>

Other than the items referenced above, Ralph Hewins will not receive any further remuneration payments or payments for loss of office. The leaving arrangements will be set out in the Annual Report & Accounts for the financial year ending 31 December 2025. In accordance with the post-cessation shareholding policy introduced in 2022, no shares derived from incentive plans from 2022 onwards may be sold (other than to pay any tax arising on vesting) within two years of cessation of employment unless the shares retained, after tax, from those awards exceed the number of shares calculated to be of value equivalent to 200% of salary as at 31 March 2026 divided by the closing share price on 31 March 2026. LTIP shares are subject to a two year holding period under the Remuneration Policy. In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document has been made available on the company's website until such time as the Company's Annual Report & Accounts for the financial year ending 31 December 2025 is made available.