

Section 430(2B) Companies Act 2006 statement – Alan Clark

Hostmore plc (the “Company”) announced on 8 September 2023 that Alan Clark had stepped down as Chief Financial Officer (“CFO”) and as a Director of the Company with immediate effect. In accordance with Section 430(2B) of the Companies Act 2006, details of payments on his departure are as follows:

1. Alan will receive base salary and contractual benefits during his six month notice period up to and including his final date of employment on 6 March 2024.

There will be no payment to Alan under the Company’s annual bonus plan for 2023 or 2024. The Remuneration Committee have decided to classify Alan as a “good leaver” for the purposes of the long-term incentive plan awards he was awarded in November 2021 and June 2022. Those awards remain subject to the satisfaction of any relevant conditions to vesting and a pro rata reduction in the number of shares received based on the period starting on the grant date of the relevant award and ending on Alan’s termination date relative to the normal vesting period for the relevant award.

There will be no further payments in respect of his exit and, save as detailed above, no payment for loss of office made by the Company to Alan in respect of his exit.

The relevant remuneration details relating to Alan will be included in the Directors’ Remuneration Report in the Annual Report and Financial Statements for the 52 week period ended 31 December 2023. In accordance with the requirements of the Companies Act 2006, once the aforementioned Annual Report and Financial Statements are made available on the Company’s website this document will be removed.