

Section 430(2B) Companies Act 2006 Statement

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

As announced on 14 August 2025, Chris Davies resigned and stepped down from the Board of Diploma PLC with effect from 13 August 2025.

Salary, annual bonus and benefits

Chris Davies will receive his current salary and contractual benefits (including pension contributions) up to the date of his resignation on 13 August 2025. He will not receive any pay in lieu of notice.

Chris Davies will not receive an annual bonus for the 2025 financial year.

Long term incentive plan (“LTIP”) awards

In accordance with the rules of the relevant plans (“Rules”), Chris Davies’ outstanding LTIP awards under the Company’s 2022, 2023 and 2024 Performance Share Plan (“**PSP**”) will lapse. No further PSP awards will be made to Chris Davies. Under the Rules, Chris Davies is required to hold vested shares (net of tax) until the fifth anniversary of the grant, subject to the Rules.

Other payments

Chris Davies will receive a capped contribution of up to (a) £20,000 (excluding VAT) towards legal advisory fees incurred in connection with his resignation, and (b) £30,000 towards post-termination support.

Further Information

The post-cessation minimum shareholding requirement will apply for two years from 13 August 2025, in line with the Directors’ Remuneration Policy.

Full disclosure of the leaving arrangements will be set out in the Annual Report & Accounts for the financial year ending 30 September 2025.