

Section 430(2B) Companies Act 2006 statement

The following information is provided by Renishaw plc (the “Company”) in accordance with Section 430(2B) Companies Act 2006.

As announced on 21 August 2025, Allen Roberts will step down from his position as Group Finance Director with effect from 26 November 2025. Allen will remain as an employee of the Company until 31 December 2025 to facilitate an effective transition of responsibilities.

Details of the remuneration payments made or to be made to Allen Roberts are set out below. These terms were the subject of careful consideration by the Remuneration Committee and are in line with Allen’s service agreement and the Company’s Directors’ Remuneration Policy, which was approved by shareholders at the 2023 AGM. When finalising the approach, the Remuneration Committee had regard to Allen’s long service with Renishaw, his contractual entitlements, the approach that the Company applies to other long-standing employees and additional compensation for loss of office and employment, which is to be paid as consideration for entering into a statutory settlement agreement. It is acknowledged that some elements of the loss of office and employment terms for Allen Roberts, including the additional compensation for loss of office and employment, are not aligned with best practice and the approach we would take in normal circumstances. This reflects the exceptional and unique factors that needed to be considered by both the Board and the Remuneration Committee, including Allen’s commitment and service to the business over 46 years and the payments required to reach a mutually agreed settlement. This is not a precedent and is not our normal approach to payments for loss of office.

- **Salary and contractual benefits:** Allen will earn his salary and contractual benefits until he leaves the business on 31 December 2025, following which he will receive a payment of £546,197 in lieu of salary, pension, and benefits for the 12-month notice period in his service agreement.
- **Annual incentive payment for FY2025:** The 2025 bonus will be determined in the usual way and any amount earned by Allen will be set out in the Company’s FY2025 Directors’ Remuneration Report. Any amount earned will be paid half in cash and half as an award of shares. The deferred share award will vest following the end of the usual three-year deferral period.
- **Outstanding deferred equity awards:** Allen earned a bonus in respect of FY2022, half of which was deferred into shares for three years. The deferred shares in respect of this award will vest at the end of the three year vesting period in October 2025.
- **Additional compensation for loss of office and employment:** Following his departure from the business, Allen will receive an additional payment of £1,179,543. This payment includes £733,407 calculated on a basis consistent with Renishaw’s enhanced redundancy package terms, £266,593 agreed as part of the overall settlement of the arrangements relating to his departure from the business and £179,543 in lieu of an annual bonus for the period of his active service to 31 December 2025. As noted above, these payments reflect the exceptional and unique factors that needed to be considered by both the Board and the Remuneration Committee, including Allen’s commitment and service to the business over 46 years and the payments required to reach a mutually agreed settlement.
- **Accrued holiday, legal fees and private medical:** Allen will receive a payment in lieu of any accrued but untaken holiday when he leaves the business. In line with usual practice, a payment (of £9,000, plus VAT) will be made in respect of Allen’s legal costs incurred in connection with the taking of advice in relation to his leaving the business. The Company has agreed that Allen will continue to benefit from Renishaw’s private medical insurance until 31 December 2029.

Further information will be included in the Company’s Directors’ Remuneration Report for the year ended 30 June 2025 as required.