

Victrex plc
Section 430(2B) Companies Act 2006 Statement

Victrex plc ("**Victrex**") announced on 4 April 2023 that Martin Court would step down from the Board with effect from 30 September 2023 and cease employment as a result of his retirement on 31 December 2023.

As required by section 430(2B) of the Companies Act 2006, the table below sets out details of Dr Court's entitlements following his stepping down from the Board. These arrangements comply with the Victrex directors' remuneration policy, which was approved by shareholders at the 2023 Annual General Meeting.

Element	Value	Note
Base salary	£27,997 per month	Dr Court will continue to receive salary at his current rate until 31 December 2023.
Benefits	£6,508 per month	Dr Court's existing benefits, comprising company car, private medical scheme, life assurance and pension contributions, will continue until the 31 December 2023.
Bonus	Up to a maximum of £419,958	Dr Court will be eligible for a bonus for the year ending 30 September 2023, subject to the satisfaction of applicable performance conditions. In line with the remuneration policy, 50% of any bonus paid will be deferred into shares for three years. The payment and award of deferred shares will take place at the normal time. He will not be eligible for a bonus in respect of the year ending 30 September 2024.
Deferred Bonus Plan options	15,565 shares ⁽¹⁾	Dr Court will be treated as a good leaver in relation to his outstanding Deferred Bonus Plan shares. These will become exercisable on the normal vesting dates.
LTIP options	Up to a maximum of 72,833 shares ⁽¹⁾	On his retirement, Dr Court will be treated as a good leaver in relation to his outstanding LTIP options. These will become exercisable on the normal vesting dates, subject (in the case of awards granted in 2020, 2021 and 2022) to the achievement of performance conditions and to pro-rating to reflect the proportion of the original three year vesting period for which Dr Court will have been employed. Vested shares

Element	Value	Note
		will be subject to a two year holding period in line with Company's directors' remuneration policy. Dr Court will not be eligible for an LTIP award in FY2024.
Sharesave and Share Incentive Plan	Sharesave option over 552 shares ⁽²⁾ 1,554 shares held in the Share Incentive Plan ⁽²⁾	Dr Court's awards under the Sharesave Plan and Share Incentive Plan will be treated in accordance with the terms of the respective plan rules.

- (1) On exercise of his LTIP and Deferred Bonus Plan options, Mr Court will also be entitled to additional shares of a value determined by reference to the dividends that would have been paid on his vested shares in respect of dividend record dates occurring between the grant date and date of vesting.
- (2) As at 30 September 2023.

Further information

The relevant remuneration details relating to Dr Court will be included in the Directors' Remuneration Report in the Victrex Annual Report and Accounts.

Other than the amounts disclosed above, Dr Court will not be eligible for any remuneration payments or payments for loss of office.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on Victrex's website until its next Directors' Remuneration Report is made available.