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

Victrex plc ("**Victrex**") announced on 24 July 2026 that Ian Melling would step down from the Board and cease employment with effect from 31 July 2026.

As required by section 430(2B) of the Companies Act 2006, the table below sets out details of Mr Mellings'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 2026 Annual General Meeting.

Element	**Value**	**Note**
Base salary	£35,400.80 per month	Mr Melling will continue to receive salary at his current rate until 25 July 2027.
Benefits	£7,027.04 per month	Mr Melling's existing benefits, comprising company car, private medical scheme, pension contributions and allowances, will continue until 25 July 2027.
Bonus	Up to a maximum of £519,959.74	Mr Melling will be eligible for a bonus in respect of the year ending 30 September 2026, subject to the achievement of performance metrics. Eligibility will be pro-rated up to 31 July 2026 which is the value noted here. 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.
Deferred Bonus Plan options	8,192 shares (1)	Mr Melling 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 195,095 shares (1)	Mr Melling will be treated as a good leaver in relation to his outstanding LTIP options. These will become exercisable on the normal vesting dates, subject to the achievement of performance conditions and to pro-rating to reflect the proportion of the original three-year vesting period for which Mr Melling will have been employed. Vested shares will be subject to a two-year holding period in line with Company's directors' remuneration policy.

Element	Value	Note
Sharesave	Sharesave option over 4,602 shares	Mr Melling's awards under the Sharesave 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 Melling 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.

Further information

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

Other than the amounts disclosed above, Mr Melling 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.