

Section 430(2B) Companies Act 2006 statement – Lily Liu

April 2026

Further to the announcement made on 30 April 2026, Synthomer plc (the 'Company') confirms that Lily Liu will step down as CFO and Director on 15 May 2026.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made to or to be made to Lily are set out below. These arrangements comply with the Company's Directors' Remuneration Policy, which was approved by shareholders at the 2023 Annual General Meeting.

Salary and benefits

Lily remains an employee of the Company until 25 May 2026 and will continue to receive her salary and normal benefits during the remainder of her employment.

Annual Bonus

No annual bonus award will be paid to Lily in respect of the Company's 2026 financial year.

Lily's outstanding deferred bonus shares, which reflect past performance, will continue to vest at the end of their two-year deferral periods (and will then be treated in accordance with the Company's post-cessation shareholding guidelines).

Share awards – Performance Share Plan (PSP)

No PSP award will be awarded to Lily in respect of the Company's 2026 financial year.

All unvested PSP awards will lapse in full.

Post-cessation shareholding guidelines

Lily will be expected to comply with the Company's guidelines that Executive Directors who step down from their role maintain their shareholdings in full for the first 12 months after leaving the Board, and 50% of their shareholdings for the following 12 months.

Other payments

No other payments are due to be paid to Lily.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company's website until the Company's Directors' Remuneration Report is made available as part of the 2026 Annual Report and Accounts.