



## Section 430(2B) Companies Act 2006 Statement

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The following information is provided in accordance with section 430(2B) of the Companies Act 2006 by TT Electronics plc (“TT” or “the Company”).

Further to the announcements on 14 November 2024 and 8 January 2025, the Company confirms that Mark Hoad stepped down from the Board as Chief Financial Officer on 10 April 2025. Mark will remain employed with TT until 30 September 2025.

### Salary, pension and benefits

Mark will continue to receive his contractual salary, pension and benefits up to cessation of employment. No payment will be made in lieu of any unexpired period of notice.

### 2025 Short-Term Incentive Plan (the “STIP”)

Mark will remain eligible to receive an award in respect of the financial year ending 31 December 2025, payable at the normal payment date subject to performance testing and time pro-ration.

### Long-Term Incentive Plan (the “LTIP”)

Mark will retain his existing awards under the LTIP which will vest on the normal vesting date subject to performance testing and time pro-ration. In line with the cessation date, the existing awards will be pro-rated as detailed below.

Date of grant	Number of shares subject to award	Number of shares post time pro-ration	Vesting date
11 March 2024	398,845	210,501	11 March 2027
16 March 2023	324,992	279,854	16 March 2026

The vested LTIP award granted in 2021 remains subject to a two-year holding period which will continue to apply post cessation. Unvested awards will continue to be subject to their respective post-vesting two-year holding periods which will also continue to apply post cessation. Mark will not receive an LTIP grant in 2025.

### Deferred Share Bonus Plan (the “DSBP”)

Mark will retain his existing award under the DSBP which will vest on the normal vesting date.

### All employee share plan, ShareSave

Mark will retain his options on a time pro-rated basis in line with the scheme rules.

### Share Ownership Guideline

Mark will remain subject to the Company’s share ownership guideline for Executive Directors as set out in the Directors’ Remuneration Policy until the end of his employment. He will then be required to maintain a shareholding of 100% of salary (or actual eligible holding, if lower) for two-years after the end of his employment. The number of shares to be held in order to comply with the requirement will be fixed as at the date of termination of employment.

### Malus and Clawback

Retained incentives will continue to be subject to the relevant scheme rules, including malus and clawback provisions.

Details of payments made to and receivable by Mark Hoad will be disclosed in the Directors’ Remuneration Report within the Company’s Annual Report and Accounts for the year ended 31 December 2025.

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