



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

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 10 April 2025, the Company confirms that Peter France stepped down from the Board as Chief Executive Officer on 9 April 2025. Peter has been placed on gardening leave until his termination date of 9 October 2025.

### Salary, pension and benefits

Peter will continue to receive his contractual salary, pension and benefits up to 9 October 2025. For the remaining six months of the contractual notice period Peter will receive a monthly payment equivalent to his contractual salary only.

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

Peter 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 for the first three months of TT’s financial year.

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

Peter 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	543,478	286,835	11 March 2027
2 October 2023	479,930	333,284	2 October 2026

Unvested awards will continue to be subject to their respective post-vesting two-year holding periods which will also continue to apply post cessation. Peter will not receive an LTIP grant in 2025.

### Other Share Awards

Peter will retain his Deferred Share Bonus award which was granted in 2024 and his existing buy-out award which was granted in 2023, both of which will vest on their respective normal vesting dates as detailed below.

Share award	Date of grant	Number of shares subject to award	Vesting date
2023 DSBP award	11 March 2024	6,833	11 March 2026
Buy-out award	2 October 2023	226,876	2 October 2026

### All employee share plan, ShareSave

Peter’s options will lapse at the termination date in line with the scheme rules.

### Share Ownership Guideline

Peter will remain subject to the Company’s share ownership guideline for Executive Directors as set out in the Directors’ Remuneration Policy until his termination date. 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 Peter France will be disclosed in the Directors’ Remuneration Report within the Company’s Annual Report and Accounts for the year ended 31 December 2025.