

SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

RECORD PLC

Record plc (the “Company”) announced on 17 December 2025 that Richard Heading had decided to resign from the Board of Directors. The Company and Richard have agreed that Richard will leave his employment and role as Chief Financial Officer with effect from 31 March 2026.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments to be made to Richard are set out below. The terms agreed were the subject of careful consideration by the Remuneration Committee and are in line with the Company’s Remuneration Policy which was approved by shareholders at the 2025 AGM.

Salary and Benefits

Richard’s employment will terminate on 31 March 2026, and he will receive his salary up to and including his last date of employment. Richard will continue to receive his existing benefits in the form of permanent health insurance, medical insurance, dental insurance, pension contributions (both those made to his pension scheme and in lieu) and life assurance until the date of termination. No payments for loss of office will be made.

Group Bonus Scheme (GBS) and Long-Term Incentive Plan (LTIP)

As Richard has resigned from his position, he will be treated as a leaver in accordance with the GBS rules and will not receive a bonus in respect of the financial year ending 31 March 2026. Similarly, Richard will be a leaver under the LTIP and all of his unvested LTIP awards will lapse on 31 March 2026.

Forfeitable Share Agreement (FSA)

The Remuneration Committee has exercised its discretion to vest 250,000 forfeitable shares in respect of an outstanding and unvested forfeitable share awards under the FSA. The balance of the share award (473,823 forfeitable shares) will be forfeited on the 31 March 2026.

Further Information

The relevant remuneration details relating to Richard, whether in connection with his leaving or otherwise, will be included in the Directors’ Remuneration Report in the Annual Report and Accounts for the relevant year of payment.

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

17 December 2025