

20 March 2026

Section 430 (2B) Companies Act 2006 statement

The following information is provided by PZ Cussons plc (“the Company”) in accordance with section 430 (2B) of the Companies Act. Sarah Pollard stepped down as an Executive Director of the Company on 13 February 2026 and remained with the business until 20 March 2026 (the “Departure Date”) to ensure an orderly handover.

Details of the remuneration payments made to or to be made to Sarah Pollard are as follows. These arrangements comply with the approved Company’s Directors’ Remuneration Policy (“the Remuneration Policy”).

Salary and benefits

Up to the Departure Date, Sarah Pollard received her salary, normal pension contributions and contractual benefits, in accordance with her service agreement. She also received payment in lieu of accrued holiday up to the Departure Date. No payments for loss of office will be made.

Annual bonus

Any entitlement to an annual bonus for the financial year ending 31 May 2026 was forfeited.

Long-Term Incentive Plan (LTIP)

In accordance with the LTIP Plan rules, unvested awards granted in FY24 and FY25 will lapse. Vested FY22 and FY23 LTIP awards will be subject to the holding period in line with the Remuneration Policy. An FY26 grant was not made, as notice of resignation had been submitted before the grant date.

Deferred Bonus Share Plan (DBSP)

In accordance with the DBSP Plan rules, unvested awards granted under the DBSP will lapse.

Share Incentive Plan (SIP)

Shares held in trust on behalf of Sarah Pollard under the SIP (an all-employee share scheme) will be treated in accordance with the SIP Scheme Rules.

Other payments

No other payments are due to be paid.

Further Information:

In line with the Remuneration Policy, Sarah will be required to maintain a minimum shareholding requirement of 200% of salary for the first year following cessation until 20 March 2027 and 100% of salary for the second year to 20 March 2028, or in either case if lower, the full shareholding on leaving the Company.

The relevant remuneration details relating to Sarah Pollard will be included in the Company’s Directors’ Remuneration Report in the Annual Report and Accounts for the financial year ending 31 May 2026.

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 next Directors’ Remuneration Report is made available.

Kareem Moustafa
Company Secretary