

**Workspace Group plc**  
**Section 430(2B) Companies Act 2006 Statement**

Further to the announcement made by Workspace Group plc (the “**Company**”) on 19 January 2026, Dave Benson stepped down as a director of the Company on 30 April 2026. The following arrangements will apply in respect of his remuneration. These arrangements comply with the Company’s directors’ remuneration policy, which was approved by shareholders in July 2023.

**1. Bonus**

The Remuneration Committee determined that Dave is eligible to receive a bonus for the financial year ended 31 March 2026. The amount of any bonus will be subject to the satisfaction of the relevant performance conditions and will be determined by the Remuneration Committee in or around June 2026. In accordance with the directors’ remuneration policy, 33% of any bonus will be deferred into shares for three years under the Company’s Deferred Bonus Plan (the “**DBP**”). The remainder will be paid on the normal bonus payment date.

No bonus will be payable in relation to the financial year ending 31 March 2027.

**2. Share awards**

The Remuneration Committee has determined that Dave will be treated as a good leaver in relation to outstanding awards granted to him under the Company’s Long Term Incentive Plan 2017 (the “**LTIP**”). In accordance with the rules of the LTIP and the directors’ remuneration policy, outstanding LTIP awards will vest on the normal vesting dates, subject to the satisfaction of the relevant performance conditions (measured over the full performance period), time pro-rating and holding periods, as detailed below:

<b>Award</b>	<b>Date of grant</b>	<b>Maximum number of shares subject to award<sup>1</sup></b>	<b>Vesting date</b>	<b>End of holding period<sup>2</sup></b>
2023 LTIP Grant	22 June 2023	149,188 (conditional)	22 June 2026	22 June 2028
2024 LTIP Grant	21 June 2024	138,240 (conditional)	21 June 2027	21 June 2029
2025 LTIP Grant	24 June 2025	188,812 (conditional)	24 June 2028	24 June 2030

<sup>1</sup> The number of shares which will vest will be subject to the achievement of performance conditions and to time pro-rating based on Dave’s termination date of 30 April 2026.

<sup>2</sup> Under the rules, vested shares will be released on the earlier of the end of the normal holding date and the second anniversary of the date of termination of employment.

The Remuneration Committee has determined that Dave will be treated as a good leaver in respect of the DBP. In accordance with the rules of the DBP and the directors’ remuneration policy, Dave’s DBP awards will vest in full on the normal vesting dates, as detailed below:

<b>Award</b>	<b>Date of grant</b>	<b>Maximum number of shares subject to award</b>	<b>Release date</b>	<b>Additional holding period</b>
Award granted in 2023	26 June 2023	27,115	26 June 2026	N/A
Award granted in 2024	26 June 2024	16,888	26 June 2027	N/A
Award granted in 2025	27 June 2025	10,650	27 June 2028	N/A

Dave's awards under the Company's Sharesave Plan and Share Incentive Plan will be treated in accordance with the terms of the respective plan rules.

Any shares acquired on vesting of any LTIP or DBP awards will be subject to the Remuneration Committee's right under the respective plan rules to apply malus and clawback provisions.

A post-cessation shareholding requirement of 100% of Dave's pre-cessation shareholding applies for two years following the end of employment, in line with the Company's directors' remuneration policy.

### **3. Other Payments**

The Company agreed to contribute up to £5,000 (plus VAT) towards Dave's legal fees in connection with his departure.

### **4. Further information**

Other than the amounts disclosed above, Dave Benson will not be eligible for any remuneration payments or payments for loss of office.

The relevant remuneration details relating to Dave Benson will be included in the Directors' Remuneration Report in the Annual Report and Accounts for the year ended 31 March 2027.

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 its next Directors' Remuneration Report is made available.