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, Lawrence Hutchings stepped down as a director of the Company on 19 January 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. Salary

Lawrence stepped down as Chief Executive Officer and as a director on 19 January 2026 and will continue to be an employee until 19 July 2026, during which time he will continue to receive his contractual salary and benefits. After 19 July 2026, Lawrence will be paid in lieu of his salary for the unexpired portion of his notice period, subject to mitigation.

2. Annual bonus

Lawrence will be eligible to receive a pro-rated bonus in respect of time spent in active employment for the financial year ending 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 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.

3. Incentives

Lawrence will be treated as a good leaver in respect of his buyout awards granted under the Company's Long Term Incentive Plan (the "**LTIP**") in respect of outstanding incentives that he forfeited on leaving his former employer. These awards will vest on their normal vesting date, subject in the case of the award which is subject to performance conditions to the satisfaction of the relevant performance conditions (measured over the full performance period). Vested shares will be released on the earlier of the end of the normal holding period and the second anniversary of the date of termination of employment.

Lawrence's unvested share award under the LTIP granted in 2025 will lapse on termination of employment.

Lawrence will be treated as a good leaver in respect of the DBP and in accordance with the rules of the DBP and the directors' remuneration policy, Lawrence's unvested DBP award will vest in full on the normal vesting dates.

Lawrence's awards under the Company's Sharesave Plan will be treated in accordance with the terms of the plan rules.

Any shares acquired on vesting of any LTIP or DBP awards will be subject to appropriate malus and clawback powers, including under the applicable plan rules.

A post-cessation shareholding requirement applies for two years following the end of Lawrence's employment, in line with the remuneration policy.

4. Other payments

Lawrence will receive payments of:

- up to £12,500 (plus VAT) towards legal fees incurred in connection with his departure;
- up to £15,000 (plus VAT) towards the cost of outplacement; and
- £32,307.69 gross in lieu of holiday accrued but untaken as at the date of termination.

5. Further information

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

The relevant remuneration details relating to Lawrence will be included in the Directors' Remuneration Report in the Annual Report and Accounts for the year ending 31 March 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 its next Directors' Remuneration Report is made available.