

Disclosure pursuant to Section 430(2B) of the Companies Act 2006

As announced on 22 October 2024, Alison Henriksen will step down from the Board of Genus plc (the “**Company**”) and the role of Chief Financial Officer and will leave the business on 31 July 2025.

The Company’s Remuneration Committee (the “**Committee**”) has determined that the following arrangements are fair and reasonable, consistent with the Directors' Remuneration Policy (the “**Policy**”) and in line with Alison’s contractual entitlements:

- Alison will continue to receive her normal salary and contractual benefits in accordance with her service agreement up to and including the date on which she ceases to be employed by Genus plc.
- Alison will be eligible for a FY25 bonus, should one be paid. Any bonus would be at the discretion of the Committee including their assessment of business and personal performance at the end of the financial year. Any bonus (if any) will be delivered with the proportionate split between cash and deferred shares being determined by the Committee and being in line with the proportion applied to other executive directors.
- Alison will be conferred eligible leaver status to retain unvested performance share plan (“**PSP**”) and deferred share bonus plan (“**DSBP**”) awards post her termination. PSP and DSBP awards remain exercisable on the original vesting dates and subject to malus and clawback, and in the case of PSP awards, subject to both an assessment of performance and prorating for service.
- Consistent with the Policy, there will be a requirement to hold shares (worth up to two times salary) for two years following termination.
- There are no further payments for loss of office.

Further details of payments made to and receivable by Alison will be disclosed in the Directors’ Remuneration Report within the Company’s Annual Report and Accounts as appropriate.