

## **Rathbones Group plc – Paul Stockton - Section 430(2B) Companies Act 2006 Statement**

As previously announced, Paul Stockton, stepped down from the Board as of 18 August 2025. Paul remains available for handover support until 31st December 2025. The following information is provided in accordance with Section 430 (2B) of the Companies Act 2006:

Paul will continue to receive his Fixed Pay and benefits in accordance with his service agreement, up to and including 17 August 2026.

Paul remains eligible to receive an Annual Bonus for the period worked in 2025 subject to the Remuneration Committee's determination of performance. Any Annual Bonus payable will be disclosed in the Director's Remuneration Report.

As a result of his retirement, Paul will be treated as a "good leaver" in relation to his unvested share awards. In accordance with the Director's Remuneration Policy and the relevant share plan rules:

- Unvested RSP and PSP awards will be eligible to vest at the usual time, subject to the outcome of the underpins / performance conditions and time pro-rating; and
- Unvested deferred bonus awards will be eligible to vest at the usual time.

Paul will not be eligible to receive any further grants under the PSP.

Paul will be required to comply with the Company's in-employment and post-employment shareholding requirements.

All required remuneration disclosures in relation to Paul will continue to be disclosed in the relevant Directors Remuneration Report.