

Rotork plc ('Rotork' or the 'Company')

Section 430(2B) of the Companies Act 2006 Statement – Jonathan Davis

The following information is provided in accordance with Section 430(2B) of the Companies Act 2006.

As previously announced, and as disclosed within the 2023 Annual Report, Jonathan Davis relinquished his role as Group Finance Director upon Ben Peacock joining the Rotork Board as Chief Financial Officer on 11 March 2024. Jonathan continued as an executive director until the conclusion of the AGM which was held on 30 April 2024, at which point he stepped down from the Board. Jonathan will continue to provide support to Ben Peacock until his employment with Rotork ceases on 10 September 2024 ('Retirement Date').

Jonathan's remuneration terms are in line with Rotork's Directors' Remuneration Policy as approved by shareholders.

Salary and benefits

Jonathan will continue to receive his current salary of £406,480 per annum and benefits monthly up until his Retirement Date. Benefits comprise a car allowance, personal accident and private medical insurance and life assurance. Jonathan will also continue to receive a pension allowance which is aligned to the contribution available to the majority of the UK workforce. This is currently 10.24%.

Annual bonus

Jonathan will be eligible to be considered for a 2024 annual bonus award, based on his contribution during 2024 and subject to an assessment of the relevant performance measures. Any award will be pro-rated up to the Retirement Date. The maximum bonus opportunity in relation to the 2024 financial year will be £347,728. Any amounts either awarded in respect of the 2024 annual bonus, or subject to deferral in shares under the rules of the Deferred Annual Bonus Plan ('DABP'), will be fully disclosed in the 2024 Directors' Remuneration Report.

Share plans

In accordance with the respective share plans, Jonathan has been granted good leaver status with respect to his existing DABP awards and the 2022 and 2023 Long Term Incentive Plan ('LTIP') awards that are due to vest after his Retirement Date. He was not granted a 2024 LTIP award. Any vesting of Jonathan's existing LTIP awards will be pro-rated for the period until his Retirement Date and will be subject to the achievement of the required performance conditions and the relevant plan rules. Any vesting of Jonathan's share awards, together with dividend equivalents to be settled in the form of additional shares, will continue to be subject to the two year LTIP holding period and post-departure shareholding requirements for executive directors (up to 200% of salary for two years) and will be disclosed, as required, in the appropriate Directors' Remuneration Report.

Details of Jonathan Davis's invested awards under the DABP and LTIP are as follows:

Award	Number of shares subject to award	Vesting date	End of holding period
DABP	54,990 ¹	11 March 2027	N/A
2022 LTIP	192,246 ²	24 March 2025	24 March 2027
2023 LTIP	211,978 ²	24 March 2026	24 March 2028

As an employee leaving Rotork, with effect from the Retirement Date, Jonathan will no longer participate in the Company's Share Incentive Plan ('SIP') and shares held in the SIP trust ('Trust') on his behalf will be removed from the Trust.

Further information

Other than as set out above, no other remuneration payment or payment for loss of office of the type specified in Section 430(2B) Companies Act 2006 will be made to Jonathan Davis. The relevant remuneration information will be included in Rotork's 2024 Directors' Remuneration Report and subsequent years, as appropriate.

30 April 2024

¹ Excludes additional shares to be awarded as dividend equivalents upon vesting.

² Excludes the impact of pro-rating for time until employment ceases and excludes additional shares awarded as dividend equivalents upon vesting.