

SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

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

David Bower stepped down from his role as Chief Financial Officer of Robert Walters plc on 29 March 2026

The Company announced on 30 March 2026 that David Bower had decided to retire and had stepped down from his role as the Chief Financial Officer and Executive Director of Robert Walters plc ("**the Company**") on 29 March 2026.

Remuneration arrangements in respect of this transition have been determined in accordance with the Company's Executive Directors' Remuneration Policy (the "**Policy**"). Full details will be included in the Company's Annual Report, to be published in or around April 2027.

Salary, pension and benefits

Mr Bower formally stepped down from his role as Chief Financial Officer and Executive Director of the Company on 29 March 2026.

Mr Bower will continue to receive his base salary, cash pension allowance and other benefits during his notice period up until the date his employment formally terminates, which is to be no later than 27 March 2027.

Mr Bower was entitled to a capped contribution of £3,500 plus VAT towards legal fees incurred in connection with him stepping down from his role.

Incentives

Mr Bower will remain eligible to receive an annual bonus for the 2026 financial year which will be determined based on performance achieved when the 2026 results are known and prorated for the part of the year to 1 April 2026. One third of the bonus will be deferred into shares, in accordance with the Policy. Mr Bower's maximum bonus opportunity is equal to 150% of his base salary for the period to 1 April 2026. This award is subject to malus and clawback provisions in accordance with the Policy.

Mr Bower will retain three outstanding awards under the Company's Performance Share Plans ("**PSP**") granted over 69,589 shares in September 2023, 196,287 shares in March 2024 and 388,782 in April 2025. The Remuneration Committee of the Company has determined that no shares will vest pursuant to the September 2023 award and accordingly the September 2023 award shall lapse. The outstanding March 2024 and April 2025 awards will not vest until the original vesting dates in March 2027 and April 2028 respectively, and are subject to the satisfaction of the performance and other conditions, subject to the rules of the PSP more generally and subject to pre-determined time prorating, all in accordance with the Policy and the rules of the PSP more generally. The outstanding awards are subject to malus and clawback provisions in accordance with the Policy. Mr Bower will receive no award under the PSP in respect of the 2026 financial year or subsequent years.

Mr Bower participates in the Company's employee sharesave scheme and his sharesave interests under the scheme will continue to be held and operate in accordance with the terms of the scheme.

No other remuneration payment or payment for loss of office of the type specified in section 430(2B) of the Companies Act 2006 is being made to Mr Bower.