SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

LUCECO PLC

Luceco plc (the "**Company**" or the "**Group**") announced on 15 June 2026 that John Hornby had decided to retire from the Company with effect from 31 December 2026.

John will be on sabbatical until late August 2026, and will remain as Chief Executive Officer and Board Director until 31 December, following which he will be available to the Group in an advisory capacity.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments to be made to John are set out below. The terms agreed were the subject of careful consideration by the Remuneration Committee and are in line with the Company's Remuneration Policy which was approved by shareholders at the 2026 AGM.

Salary and Benefits

John will retire on 31 December 2026, and he will receive his salary up to and including his last date of employment. In addition, John will receive a payment in lieu of notice in respect of the remaining balance of his contractual nine-month notice period.

John will continue to receive his existing benefits in the form of car allowance/company car, mobile phone, life insurance and private medical insurance until the date of retirement. He will then receive a payment in respect of the value of his contractual benefits for the period after the last day of employment until the end of the nine-month notice period.

No payments for loss of office will be made.

Annual Bonus

The Remuneration Committee has determined that John will be a good leaver under the Company's annual bonus plan and consequently he will be eligible to receive a bonus for the 2026 financial year, payable on the normal bonus payment date in March 2027, subject to the satisfaction of the applicable personal and financial performance conditions.

Performance Share Plans (PSP) and Share Incentive Plan

The Remuneration Committee has determined that John will be a good leaver under the Company's Performance Share Plans (PSP) and his outstanding PSP awards, granted in 2024, 2025 and 2026, will continue to vest in due course subject to the satisfaction of the applicable performance conditions. The Remuneration Committee has determined that no time pro-rating will be applied to the vesting of the awards.

John will continue to participate in the Company's Share Incentive Plan until his retirement date.

Further Information

The relevant remuneration details relating to John, whether in connection with his retirement or otherwise, will be included in the Directors' Remuneration Report in the Annual Report and Accounts for the relevant year of payment.

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 the next Directors' Remuneration Report is made available.

26th June 2026