

SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

IMI plc

(the “Company”)

Daniel Shook

Daniel Shook stepped down as Chief Financial Officer and from the Board on 1 August 2025. He will remain available to the Group until the end of 2025 to support an orderly transition. The following information is provided in accordance with Section 430(2B) of the Companies Act 2006.

The Remuneration Committee has determined that Daniel will be granted good leaver status under the incentive schemes in relation to the planned departure and it is intended that he will remain an employee of IMI until 31 December 2025 to assist with transition in a non-director capacity. The agreed treatment of Daniel’s pay is in line with the agreed Directors’ Remuneration Policy and adheres to the IMI Incentive Plan Rules.

The arrangements for Daniel are as follows:

Payments and benefits

Upon departure from the Board, Daniel will continue to receive a salary of the same amount, as well as benefits in line with our standard benefits programmes for employees until the end of his employment on 31 December 2025, with no payment in lieu of notice.

Annual bonus

Any 2025 annual bonus will be pro-rated to the date he stepped down from the Board and be subject to performance conditions and paid at the normal time in March 2026.

Share incentives

Daniel did not receive an IIP award grant in 2025. At the time he steps down from the Board, the 2023, and 2024 IIP awards vesting in March 2026 and March 2027 respectively, will be pro-rated to the end of his employment, be eligible to vest at the normal time based on normal performance conditions and will be subject to a two-year holding period.

Shareholding Requirements

Any holding periods in relation to other IIP awards currently in place will continue. In line with the Directors’ Remuneration Policy, Daniel will be subject to shareholding requirements following his departure from the Board. This requires that a number of shares equal in value on departure from the Board to 200% of salary are held for two

years. As set out in our approved policy, this will be implemented by a signed agreement.

Further Information

Other than the amounts disclosed above, Daniel will not be eligible for any remuneration payments or payments for loss of office.

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 Remuneration Report in the Annual Report for the year ended 31 December 2025 is made available.

For further information, please contact:

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