

4imprint Group plc

Section 430(2B) Companies Act 2006 Statement

The following information sets out the disclosure required by section 430(2B) of the Companies Act 2006 in relation to David Seekings stepping down from the board of 4imprint Group plc (“**4imprint**” or the “**Company**”) and as Chief Financial Officer of the Company. Details of the remuneration payments made or to be made to David are set out below. These arrangements comply with the Company’s Directors Remuneration Policy, which was approved by shareholders at the Company’s 2024 Annual General Meeting.

1. Salary and benefits

David will, until 30 June 2025 (the “**Retirement Date**”), receive his normal salary and benefits, in accordance with his service agreement.

2. Bonus

David will remain eligible for a bonus for: (i) the 2024 financial year (the “**2024 Bonus**”) and (ii) 2025 financial year (the “**2025 Bonus**”), each to be calculated by reference to the achievement of the applicable performance conditions. The 2025 Bonus will be subject to time pro-rating up to the Retirement Date.

In relation to the 2024 Bonus:

- (A) 50% will be delivered in cash, to be paid on the normal payment date; and
- (B) 50% will be deferred into shares, subject to the rules of the Company’s Deferred Bonus Plan (“**DBP**”) rules.

In relation to the 2025 Bonus, 100% of the award shall be paid in cash, with no deferral into shares.

3. Share awards

Notwithstanding David’s retirement, his outstanding awards granted under the DBP will vest in line with the DBP rules. The Remuneration Committee has determined that his outstanding DBP awards as at the Retirement Date will vest on the Retirement Date. Details are set out below:

Type of award	Date of grant	Number of shares subject to award	Normal vesting date	Accelerated vesting date
DBP	28 March 2023	3,280	28 March 2028	30 June 2025
DBP	28 March 2024	3,095	28 March 2029	30 June 2025
DBP	Expected 26 March 2025	929	Expected 26 March 2030	30 June 2025

David's outstanding awards under the US Employee Stock Purchase Plan ("**ESPP**") will vest and be automatically exercised on 12 December 2025 in the ordinary way. Details are set out below:

Type of award	Date of grant	Number of shares subject to award	Normal vesting / exercise date
ESPP	4 October 2023	390	12 December 2025