13th October 2025

Ibstock PLC ('Ibstock' or 'the Group')

Section 430 (2B) Companies Act 2006 Statement – Chris McLeish

The Company announced on 30th April 2025 that Chris McLeish decided to step down from his role as Chief Financial Officer. Mr McLeish's final day with the Group was 10th October 2025. Remuneration arrangements in respect of his departure reflect contractual entitlements, the Directors' Remuneration Policy approved by shareholders at the 2025 AGM and the Rules of the relevant share plans under which he held share interests.

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

1. <u>Salary and benefits</u>

Mr McLeish received his base salary, contractual benefits and pension contributions in accordance with his service agreement up to and including 10th October 2025, when he ceased to be employed by the Group.

No further payments relating to base salary, benefits or pension will be made to Mr McLeish following his departure from the Group. There will be no payment in lieu of notice for the balance of Mr McLeish's' unexpired notice period.

2. <u>2025 Annual Bonus</u>

Mr McLeish's is not eligible for an Annual Bonus payment in respect of the financial year ending 31 December 2025.

3. <u>Annual and Deferred Bonus Plan (ADBP) Awards</u>

Mr McLeish' unvested ADBP awards granted on 16th March 2023, 22nd March 2024 and 20th March 2025 over 78,312, 27,437 and 54,673 shares respectively, lapsed on the date of cessation.

4. <u>Long Term Incentive Plan (LTIP) Awards</u>

The unvested awards under the LTIP granted to Mr McLeish on 3rd April 2023 and 3rd April 2024 in the form of nil-cost options over 304,536 and 370,606 shares respectively, lapsed on cessation of employment.

Vested shares previously granted under the LTIP will be retained and remain subject to relevant holding periods. These shares are also subject to the terms of the clawback provisions as set out in the LTIP rules and Directors' Remuneration Policy.

5. <u>Further information</u>

Relevant remuneration details will be disclosed for Mr McLeish in the Annual Report & Accounts for the financial year ending 31 December 2025. Other than the items referenced above, Mr McLeish will not receive 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 has been made available on the company's website until such time as the

Company's Annual Report & Accounts for the financial year ending 31 December 2025 is made available.

Nick Giles
Group Company Secretary
13th October 2025