

This information sets out the disclosure required by section 430(2B) of the Companies Act 2006 in relation to Martin Davis stepping down as a director of the Company

Further to the RNS announcement on 30 October 2024, Martin Davis stepped down as Chief Executive Officer of Molten Ventures plc (the "**Company**"). Following stepping down from the Board, Mr Davis will remain an employee of the Company until 29 April 2025 to provide handover support and ongoing strategic advice.

As required by section 430(2B) of the Companies Act 2006, details of the associated remuneration payments made or to be made to Mr Davis are detailed below. This statement will remain available on the Company's website as required until the publication of the next Directors' Remuneration Report.

1. Salary and benefits

Following stepping down from the Board, Mr Davis will remain an employee of the Company until 29 April 2025. During this period he will continue to be paid salary and benefits on the same basis as disclosed in the Company's most recent Annual Report.

2. 2025 bonus

As Mr Davis will remain an employee of the Company after ceasing to be a director, he will remain eligible to receive an annual bonus for the financial year ending 31 March 2025. Any bonus award for 2025 will be pro-rated and determined under the Directors' Remuneration Policy and disclosed in the 2025 Directors' Remuneration Report.

3. LTIP, DBP and CIP

When Mr Davis ceases to be employed by the Company, it is anticipated that he will be treated as a good leaver under the Long-Term Incentive Plan ("**LTIP**"), Deferred Bonus Plan ("**DBP**") and Carried Interest Plan ("**CIP**").

Final vesting of Mr Davis' LTIP awards will be determined by the Remuneration Committee at the conclusion of the relevant performance period based upon assessment of the achievement of the applicable performance targets. LTIP awards will vest subject to time pro-rating to the end of Mr Davis' employment, with vesting outcomes to be disclosed in future Annual Report and Accounts.

Deferred bonus awards previously granted to Mr Davis under the DBP will continue to vest based on the terms and conditions under which they were granted.

Legacy carried interest awards previously granted to Mr Davis under the CIP will continue to vest based on the terms and conditions under which they were granted.

Malus and clawback provisions continue to apply under the terms of the respective LTIP, DBP and CIP rules.

4. Other items

Mr Davis will comply with the Company's post-cessation shareholding requirements after the end of his employment. Mr Davis will be entitled to a contribution to legal fees and outplacement services.

The above information is provided in compliance with section 430(2B) of the Companies Act 2006.