

SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

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

Alan Bannatyne stepped down from his role as Chief Financial Officer of Robert Walters plc on 1 September 2023

The Company announced on 26 July 2023 that Alan Bannatyne would be stepping down from his role as the Chief Financial Officer and Executive Director of Robert Walters plc ("**the Company**") on 1 September 2023.

Remuneration arrangements in respect of this transition have been determined in accordance with the Company's Executive Directors' Remuneration Policy (the "**Policy**"). Full details will be included in the Company's Annual Report, to be published in or around April 2024.

Salary, pension and benefits

Mr Bannatyne formally stepped down from his role as Chief Financial Officer and Executive Director of the Company on 1 September 2023.

Mr Bannatyne will continue to receive his base salary, cash pension allowance and other benefits during his notice period up until the date his employment formally terminates, which is 14 August 2024.

Mr Bannatyne was entitled to a capped contribution of £3,000 plus VAT towards legal fees incurred in connection with him stepping down from his role.

Incentives

Mr Bannatyne will remain eligible to receive an annual bonus for the 2023 financial year which will be determined based on performance achieved when the 2023 results are known. One third of the bonus which relates to the period up to 1 September 2023 will be deferred into shares, in accordance with the Policy. Mr Bannatyne's maximum bonus opportunity is equal to 150% of his base salary. This award is subject to malus and clawback provisions in accordance with the Policy.

In accordance with the Policy, a third of Mr Bannatyne's bonus for each of the 2021 and 2022 financial years was deferred in shares, payable in equal tranches at the end of years one and two. These shares will continue to be held until the end of the original date of vesting in accordance with the Policy. A total of 14,572 shares are due to vest on 31 December 2023 and 6,003 shares are due to vest on 31 December 2024. These shares are subject to malus and clawback provisions in accordance with the Policy.

Mr Bannatyne will retain three outstanding awards under the Company's Performance Share Plans ("**PSP**") granted over 132,738 shares in March 2021, 113,035 shares in March 2022 and 153,282 shares in May 2023. The outstanding awards will not vest until the original vesting dates in March 2024, March 2025 and March 2026 respectively, and are subject to the satisfaction of the performance and other conditions, subject to the rules of the PSP more generally and, in the case of the awards due to vest in March 2025, subject to pre-determined time prorating, all in

accordance with the Policy and the rules of the PSP more generally. The outstanding awards are subject to malus and clawback provisions in accordance with the Policy. Mr Bannatyne will receive no award under the PSP in respect of the 2023 financial year or subsequent years.

No other remuneration payment or payment for loss of office of the type specified in section 430(2B) of the Companies Act 2006 is being made to Mr Bannatyne.