

Bloomsbury Publishing Plc

S.430(2B) statement

2 February 2026

Section 430(2B) Companies Act 2006 Statement

Further to the announcement made on 18 September 2025, the Company confirms that Penny Scott-Bayfield stepped down as Chief Financial Officer and Director on 2 February 2026.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made to or to be made to Penny are set out below. These arrangements comply with the Company's Directors' Remuneration Policy, which was approved by shareholders at the 2023 Annual General Meeting.

Fixed pay

Penny will remain an employee of the Company until 28 February 2026 and will receive her salary, pension, and benefits during the remainder of her employment. As permitted by our scheme provider, Penny will continue to receive health care benefits for 6 months post departure to 31 August 2026. She will not receive any pay in lieu of notice.

Annual Bonus

Penny will be eligible to receive a bonus in respect of the Company's 2026 financial year. This will be assessed and paid in the normal way. No bonus will be payable for any subsequent financial year.

Share awards – Long Term Incentive Plan (LTIP)

Penny will be treated as a "good leaver". All unvested LTIP awards will be retained and vest on the normal vesting date, subject to the achievement of the performance conditions and time pro-rating based on the proportion of the relevant performance period she has completed in employment. Post-vesting holding periods will continue to apply, including LTIP awards that vest prior to her departure.

Shareholding guidelines

Penny will be subject to the post-employment shareholding guidelines. After ceasing to be an Executive Director, individuals are expected to maintain a shareholding equivalent of 200% of salary (or actual holding if lower), tapering down to nil over two years. In accordance with these guidelines, Penny is required to retain a shareholding in the Company for two years after stepping down from the Board.

Other payments

No other payments are due to be paid to Penny.

Further information

The relevant remuneration details relating to Penny Scott-Bayfield will be included in the Directors' Remuneration Report in the Annual Report and Accounts for the year ended 28 February 2026.

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 Company's 2026 Directors' Remuneration Report is made available.