

**26 November 2025**

**Hilton Food Group plc ("Hilton Foods")  
Section 430(2B) Companies Act 2006 Statement**

As announced on 25 November 2025, Steve Murrells stepped down as CEO and a director of Hilton Foods on 24 November 2025.

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

1. Garden leave: Steve Murrells' contractual 12 month notice period started running on 25 November 2025. He will remain on garden leave until 25 November 2026 and will continue to receive salary, pension allowance and certain benefits in this period. If he leaves Hilton Foods before 25 November 2026 to start another job, all payments and benefits will cease. Details of payments and benefits will be included in Hilton Foods' Directors' Remuneration Report.
2. Bonus: Steve Murrells remains eligible for a discretionary bonus for the financial year ending 31 December 2025, pro-rated for his service from 1 January up to 25 November 2025 and subject to achievement of performance measures. If he leaves to start another job before the Company's results are approved, he will cease to be eligible. Any discretionary bonus will be paid to Steve Murrells in May 2026 and one third of any bonus exceeding 50% of salary will be deferred in shares for two years. He is not eligible for any bonus for the 2026 performance year. Details of any bonus earned will be included in Hilton Foods' Directors' Remuneration Report.
3. Outplacement support: Steve Murrells will be entitled to outplacement support up to the value of £50,000 plus VAT.
4. Share awards: the Remuneration Committee has considered the contribution that Steve Murrells has made during his tenure. His in flight awards will be treated as follows:
  - 4.1 Existing LTIP Awards: Steve Murrells holds LTIP awards granted in May 2023, May 2024, and May 2025 respectively. The number of shares which are subject to these awards will be determined by reference to the achievement of performance targets during a performance period of three years for each award. The Remuneration Committee has exercised discretion so that Steve Murrells will retain the benefit of these awards and, subject the achievement of the performance targets, the awards will vest on their normal vesting dates and may be exercised for up to 12 months following the normal vesting date (or, in respect of the 2023 LTIP award only, within 12 months from cessation of employment if Steve's employment ends after the normal vesting date of that award). The number of shares in respect of which the awards will ultimately vest will be pro-rated to reflect the period of his employment to the termination date as a proportion of the applicable three year periods. The awards will vest and can be exercised at the normal time but, where applicable, can only be released following a two year holding period.
  - 4.2 Steve Murrells holds 10,795 deferred shares awarded in respect of his 2023 bonus and 11,475 shares awarded in respect of his 2024 bonus. These shares will remain subject to a two year holding period.

4.3 All other awards will lapse on termination of employment in accordance with their terms.

4.4 No new LTIP awards will be made to Steve Murrells.

5. Ipad and mobile phone: Steve Murrells is permitted to retain his Hilton Foods Ipad and mobile phone.

6. Legal fees: Steve Murrells received a contribution of £15,000 plus VAT towards legal fees in connection with his departure arrangements.

7. No further payments are to be made to Steve Murrells in connection with his loss of office or the cessation of his employment.

All payments are in line with the Company's stated Remuneration Policy (published in the Annual Report in 2024 and approved by shareholders at the 2025 AGM).