

Section 430(2B) Companies Act 2006 Statement – Zoe Harris

On the Beach Group plc (the "Company")

As announced previously, Zoe Harris stepped down from her role as Chief Marketing Officer and Executive Director of On the Beach Group plc. Her employment with the Company ended on 8 May 2026.

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

1. Salary and Benefits

Zoe Harris received her base salary and contractual benefits up to her departure date of 8 May 2026. She also received £2,655.37 in respect of accrued but untaken annual leave. As she resigned, no payment in lieu of notice or any other payment for loss of office was made.

2. Annual Bonus

Zoe Harris will not receive an annual bonus in respect of the financial year ending 30 September 2026 (FY26).

3. Share Awards

As Zoe Harris resigned, she is treated as a "bad leaver" under the rules of the Company's share plans. Accordingly, all of her unvested share awards lapsed in full on her departure date of 8 May 2026. At the time of her departure, she held no vested but unexercised awards. In line with the Directors' Remuneration Policy, Zoe Harris remains subject to post-cessation shareholding requirements, individual holding periods on specific awards, and clawback provisions.

4. Other Payments

No other remuneration payments or payments for loss of office have been or will be made to Zoe Harris.

The relevant remuneration details will be included in the Directors' Remuneration Report in the Annual Report and Accounts for the year ending 30 September 2026.