

## Section 430(2B) Statement – Hayleigh Lupino

This statement is made by Marston's PLC (the “**Company**”) pursuant to section 430(2B) of the Companies Act 2006.

Further to the announcement by the Company on 4 March 2025, Hayleigh Lupino stepped down as CFO on 8 September 2025 and as a Director of the Company on 27 September 2025.

The following disclosures are made in accordance with section 430(2B) of the Companies Act 2006.

In accordance with the Company's approved Directors' Remuneration Policy (the “**Policy**”) and the rules of the applicable incentive schemes:

- **Salary and benefits:** Hayleigh received her base salary, pension and contractual benefits up to 30 September 2025, when her employment with the Company ended. No payment for loss of office will be made.
- **Annual bonus:** Hayleigh has forfeited any entitlement to an annual bonus for the financial year ending 27 September 2025.
- **Long term incentive awards:** Outstanding unvested awards under the Long Term Incentive Plan will lapse. Hayleigh will retain the vested FY2022 LTIP Award, until the normal release date. The post-employment shareholding requirement will apply to any shares acquired on the exercise of this award.
- **Deferred bonus shares:** Hayleigh holds 111,997 deferred bonus shares under the annual bonus scheme. These shares will remain subject to the holding period and any post-employment shareholding requirements.
- **Post-employment shareholding requirement:** Hayleigh will remain subject to the Company's post-employment shareholding requirement until 30 September 2027, in accordance with the Policy.

Full details of all payments made to and received by Hayleigh will be disclosed in the Directors' Remuneration Report within the Company's Annual Report and Accounts for the year ending 27 September 2025.

Bethan Raybould  
General Counsel and Company Secretary  
30 September 2025