

ALPHAWAVE IP GROUP PLC

Payments on retirement of John Lofton Holt

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

As announced on 5 December 2024, John Lofton Holt stepped down as Executive Chair and as an Executive Director of the Board on 6 December 2024 (the '**Termination Date**').

In accordance with the approved Directors' Remuneration Policy, Mr Holt has been or will be paid, subject to statutory deductions:

- His outstanding basic salary and contractual benefits up to the Termination Date together with a payment in lieu of accrued but untaken annual leave as at that date; and
- £450,000 being payment in lieu of the twelve months' notice of termination to which he would otherwise be entitled, based on his basic salary only.

As he had previously waived his eligibility to participate in the Company's annual bonus and long-term incentive plans he will not receive any payments or awards under those schemes.

He will not receive any other payment(s), including for loss of office.

Full details will be disclosed in the Directors' Remuneration Report in the Annual Report and Accounts for FY 2024.

Mr Holt will be subject to post-employment shareholding requirements as set out in the Director's Remuneration Policy, and as approved by shareholders (for 200% of his salary). Full details will be disclosed in the Directors' Remuneration Report for the financial year ended 31 December 2024, and for later years, as appropriate.