

Imperial Brands PLC

S430(2B) Companies Act 2006 Statement – Stefan Bomhard declaration

As announced on 14 May 2025, Stefan Bomhard stepped down from the Board of Imperial Brands plc (the “Company” or “Imperial”) and his role as an Executive Director on 31 December 2025. In line with the requirements of section 430(2B) of the Companies Act 2006, we set out below the details of the remuneration paid or to be paid to Stefan. All payments are in line with the Directors’ Remuneration Policy as approved by shareholders at the 2024 Annual General Meeting. The relevant remuneration details will be included in the Directors’ Remuneration Report in the Company’s Annual Report and Accounts for the year ended 30 September 2026. In accordance with section 430(2B) of the Companies Act 2006, the information below will be made available on the Company’s website until the next Directors’ Remuneration Report is published.

Salary, benefits and pension

After stepping down from the Board and his role as an Executive Director, Stefan will remain available to support a successful Management transition until his departure date on 14 May 2026. Stefan shall continue to receive his salary, benefits and pension until this date.

Annual Bonus

Stefan shall remain eligible to receive an Annual Bonus for the year ended 30 September 2026 on a pro-rata basis for the three months in which he served as an Executive Director (1 October 2025 to 31 December 2025). This will be subject to the satisfaction of performance conditions (with a 20% weighting based on individual objectives as approved by the Board) and which will otherwise be subject to the applicable terms and conditions of the award. Deferral will be operated in accordance with the Directors’ Remuneration Policy.

Deferred Share Bonus Plan (“DSBP”)

Stefan will be treated as a good leaver in respect of awards made under the DSBP, with these awards continuing to vest in accordance with and subject to the applicable terms and conditions relating to each award. The deferred awards will vest on the normal vesting dates.

Long-Term Incentive Plan (“LTIP”)

Stefan will be treated as a good leaver in respect of unvested awards under the LTIP and these shall vest on the normal vesting dates subject to the rules of the relevant plans and to the extent to which the Committee considers that any applicable performance conditions have been satisfied. The Awards will be pro-rated up to the departure date and will be subject to applicable holding periods and shareholding requirements outlined in the Directors’ Remuneration Policy.

Stefan will not receive an LTIP award in February 2026.

All-employee share plans

Stefan will be able to continue to save in the Sharesave plan and exercise the options in accordance with the rules of the Sharesave plan.

Shareholding guideline

In line with the Directors’ Remuneration Policy, Stefan will be required to maintain a shareholding equivalent to 300% of salary for the first year and 150% of salary in the second year post-cessation.