

2025 AGM Vote Remuneration Report Update Statement

In accordance with Provision 4 of the UK Corporate Governance Code, Cranswick plc ("Cranswick" or the "Company") is providing an update to the statement made on 28 July 2025 in relation to the voting outcome of Resolution 2 at its Annual General Meeting ("AGM"), which was an advisory vote to approve the Directors' Remuneration Report. The Board was pleased that the majority of Shareholders were supportive of Resolution 2 with 69.21% of votes cast in favour.

The Board of Directors consulted extensively before and after the 2025 AGM with our largest 28 Shareholders representing over 64% of the issued share capital, and with shareholders' proxy advisers. During these consultations, we discussed our approach to Executive Director remuneration including the base salary increase for our very experienced, exceptional CEO, Adam Couch effective 1 April 2025, and changes to the ESG metrics included in LTIP awards.

There was very strong support for the base salary increase for Adam Couch. This positions Adam's base salary and total package around upper decile for delivery of upper decile performance and appropriately and fairly reflects Adam's extensive experience and his exceptional contribution to the impressive performance of the business. In response to the feedback received, we reconfirmed this upper decile pay positioning for Adam will not be an automatic benchmark for a successor.

There were divergent views from Shareholders with regard to our approach to ESG targets in the LTIP awards granted in 2022, 2023 and 2024. The majority of Shareholders consulted were supportive of us reverting to using financial and Shareholder return metrics for these LTIP awards. This is subject to the Committee's careful consideration of, and the disclosure of, clear evidence of the progress on our environmental and sustainability priorities and the key ESG achievements delivered as part of our assessment of the appropriateness of the LTIP outturns. Following further engagement with shareholders over the course of the 2025/26 financial year to date we have also finalised our review of ESG metrics included in the annual bonus framework. Details of these will be disclosed in full in the Directors' Remuneration Report for the financial year 2025/26.

The Board is grateful to shareholders for their engagement and for the support of the majority. Having considered the feedback received from all stakeholders, the Board is satisfied with its decisions. The Board will continue its constructive dialogue with shareholders, considering their feedback when setting remuneration going forward.