

Bodycote plc  
(the Company)

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Long-term Incentive Performance Measures and Targets

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Further to the publication of the 2024 Annual Report and Accounts on 15 April 2025 (RIS ref: 4136167), the Company confirmsÂ that the performance targets to be used for the Bodycote Incentive Plan (BIP) award made on 21 March 2025 (as referenced in the Directorsâ€™ remuneration report) are as set out below:

MetricÂ	EPS level below which no award vests	Threshold (25% vesting)	Target (100% vesting)	Maximum (175% vesting)
Return on Capital Employed (ROCE) <sup>1</sup> (40%)	47p	15.0%	17.2%	20.0%
Earnings Per Share (EPS) CAGR (40%)	-	+2%	+ 5%	+10%
ESG <sup>2</sup> (absolute Group CO <sub>2</sub> e emissions) (20%)	-	Maximum of 243.1ktCO <sub>2</sub> e (a reduction over three years of at least 7.3%)	Â	Maximum of 228.2ktCO <sub>2</sub> e (a reduction over three years of at least 13.0%)

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For the purposes of the BIP, pre-tax ROCE is calculated using actual exchange rates. Capital Employed includes the goodwill existing as at the start of the performance period (1 January 2025) only.

Full vesting of the EPS metric will be based on meeting the Groupâ€™s new SBTi target reduction, requiring absolute reductions by December 2027 to align to the Groupâ€™s 2030 target (a 46% reduction compared with 2019 levels).Â This equates to an average annual reduction of 4.5%.Â The threshold target will be based on meeting an annual absolute reduction that aligns with a â€‘well-below 2 degreeâ€™ pathway, which requires an average annual reduction of 2.5%.Â

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For further information, please contact:

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