

21 October 2025

Victrex plc

CEO succession update

Dr James Routh to start as CEO of Victrex on 1 January 2026

Victrex plc, an innovative world leader in high performance polymer solutions, whose products enable environmental and societal benefit in multiple end-markets, today announces that James Routh will join the Company as Chief Executive Officer with effect from 1 January 2026, succeeding Jakob Sigurdsson. He will join the Board as an Executive Director from the same date.

Jakob Sigurdsson will continue to serve on the Victrex Board as Chief Executive until James joins, to support an orderly transition, and then as an Executive Director. Jakob will step down from the Board at the conclusion of the Company's Annual General Meeting on 6 February 2026.

This announcement follows the CEO succession announcement of 8 July 2025 and is pursuant to UK Listing Rule 6.4.7R.

Victrex plc:

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Notes:

1/ As stated in the Company's announcement of 8 July 2025, James Routh's base salary will be £600,000. He will participate in the company's bonus and long-term incentive arrangements in accordance with the Company's remuneration policy. His notice period of 12 months is in line with normal Executive director policy. James will also be eligible to receive compensation that, as far as practicable, will mirror the terms of remuneration forfeit in connection with joining Victrex. Further details will be included in the FY 2025 Directors' Remuneration Report.

About Victrex:

Victrex is an innovative world leader in high performance polymer solutions, focused on the strategic markets of Automotive, Aerospace, Energy & Industrial, Electronics and Medical. Every day, millions of people rely on products or applications which contain our sustainable materials, from smartphones, aeroplanes and cars to oil & gas operations and medical devices. With over 40 years' experience, we are moving beyond the polymer into semi-finished and finished products which shape future performance for our customers and our markets, enable environmental and societal benefit for our customers and drive value for our shareholders. Find out more at www.victrexplc.com

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