

12 February 2026

TREATT PLC
("Treatt", the "Company" or the "Group")
Update on Chief Financial Officer recruitment
and
Board Committee updates

Chief Financial Officer

Treatt, the manufacturer and supplier of a diverse and sustainable portfolio of natural extracts and ingredients for the beverage, flavour and fragrance industries, is pleased to announce the appointment of Manprit Randhawa as Group Chief Financial Officer on a permanent basis, effective on 11 February 2026.

Manprit joined Treatt in September 2025 as Interim CFO, and on 1 January 2026 was additionally appointed as Interim Group Managing Director. The Company confirms that he will continue in the latter role whilst the process to appoint a permanent Group CEO continues.

In connection with Manprit's appointment to the Group CFO role on a permanent basis, the Remuneration Committee has resolved to grant an LTIP Award to Manprit, in accordance with the terms of the LTIP Plan Rules approved by the Company's shareholders in 2024. The LTIP Awards are nil priced options over a total of 209,215 new ordinary shares of £0.02 each in the Company. The LTIP awards are subject to performance criteria based on compound annual growth in adjusted basic earnings per share (80% weighting) and return on average annual return on capital employed (20% weighting) over a three-year period. The awards, or a proportion of them, only vest if the performance criteria is satisfied at the date on which vesting occurs. The LTIP awards are subject to a further two-year holding period. The notification of dealing provided in accordance with the requirements of UK MAR in relation to the award are set out further below.

Vijay Thakrar, Chair of Treatt, commented:

"Since joining Treatt, Manprit has made a strong contribution to the business and we are delighted to confirm his appointment as Chief Financial Officer on a permanent basis. This appointment will further support our continued focus on delivery of Treatt's potential."

Board Committee updates

As previously announced on 21 November 2025, Bronagh Kennedy stepped down as a Non-executive Director and Chair of the Remuneration Committee on 31 January 2026, and on 3 December 2025 the Company announced that Philip O'Connor will step down as a Non-executive Director, Senior Independent Director and Chair of the Audit Committee on 28 February 2026. Whilst the search for new Non-executive Directors is well underway, the Board has agreed that in the meantime Christine Sisler will act as Chair of the Remuneration Committee with immediate effect and with effect from 1 March 2026, Christine Sisler and Helga Moelschl, who as announced on 20 January 2026 was appointed to the Board on 1 February 2026, will join the Nomination Committee.

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**NOTIFICATION AND PUBLIC DISCLOSURE OF TRANSACTIONS BY PERSONS DISCHARGING
MANAGERIAL RESPONSIBILITIES AND PERSONS CLOSELY ASSOCIATED WITH THEM**

1	Details of the Director		
a)	Name	Manprit Randhawa	
2	Reason for the notification		
a)	Position/status	Interim Managing Director and Chief Financial Officer	
b)	Initial notification/Amendment	Initial Notification	
3	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor		
a)	Name	Treatt PLC	
b)	LEI	213800G40JM9F7G9LG39	
4	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted		
a)	Description of the financial instrument, type of instrument	Ordinary share of 2 pence each	
	Identification code	GB00BKS7YK08	
b)	Nature of transaction	Award of LTIP	
c)	Price(s) and volume(s)	nil	209,215
	Aggregated information		
	- Aggregated volume	N/A (Single transaction)	
	- Price		
e)	Date of the transaction	11 February 2026	
f)	Place of the transaction	Outside a trading venue	

About the Group

Treatt is a global, independent manufacturer and supplier of a diverse and sustainable portfolio of natural extracts and ingredients for the flavour, fragrance and multinational consumer product industries, particularly in the beverage sector. Renowned for its technical expertise and knowledge of ingredients, their origins and market conditions, Treatt is recognised as a leader in its field. The Group employs over 350 staff in Europe, North America and Asia and has manufacturing facilities in the UK and US. Its international footprint enables the Group to deliver powerful and integrated solutions for the food, beverage and fragrance industries across the globe. For further information about the Group, visit

www.treatt.com.

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