

12 February 2026

Victrex plc

Award of Deferred Bonus Buyout Shares

On 12 February 2026 (the "**Grant Date**") Victrex awarded 13,035 free shares in the Company (the "**Deferred Bonus Buyout Shares**") to Dr. James Routh, Chief Executive Officer, as agreed as part of his recruitment package.

The Deferred Bonus Buyout Shares were awarded to compensate Dr. Routh in respect of 6,619 shares he would have received in his previous employer, AB Dynamics plc, but for him ceasing to be an employee of AB Dynamics plc in order to join Victrex.

The Deferred Bonus Buyout Shares are subject to a holding period ending on 17 November 2028, during which they may not normally be sold (other than to fund the tax charge arising on acquisition).

The number of Deferred Bonus Buyout Shares was based on the closing share price of Victrex and AB Dynamics plc on 31 December 2025, being the latest dealing date prior to Dr. Routh commencing employment with Victrex on 1 January 2026.

Notes:

As a result of these transactions, Dr. Routh holds 17,555 ordinary shares in the Company.

The Notification of Dealing Forms set out below are provided in accordance with the requirements of the UK Market Abuse Regulation.

Enquiries:

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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, aircraft and cars to energy 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

Registered Office: Victrex Technology Centre, Hillhouse International, Thornton Cleveleys, Lancashire, FY5 4QD

Registered Number: 2793780, England and Wales

Buyout Awards

1.	Details of the person discharging managerial responsibilities/person closely associated	
(a)	Name	James Routh
2.	Reason for the notification	
(a)	Position/status	Chief Executive Officer
(b)	Initial notification/ Amendment	Initial notification
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor	
(a)	Name	Victrex plc
(b)	LEI	213800UYNPCHAUNHPXL67
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	Ordinary shares of 1p each
	Identification code of the Financial Instrument	GB0009292243
(b)	Nature of the transaction	Award of free shares subject to a holding period
(c)	Price(s) and volume(s)	Price(s) Volume

		Nil	13,035
(d)	Aggregated information: - Aggregated volume - Price	N/A Nil	
(e)	Date of the transaction	12 February 2026	
(f)	Place of the transaction	Outside a trading venue	

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