

1 September 2025

Drax Group plc
(the "Company")

Director Disclosure - section 430(2B) of the Companies Act

The following information is provided in accordance with section 430(2B) of the Companies Act 2006.

Further to the announcement made on 4 December 2024, Andy Skelton, Chief Financial Officer stepped down from the Board on 1 September 2025. It has been agreed that his employment by the Company will continue until 4 December 2025 (the "**Termination Date**") to allow for an orderly handover to his successor.

In connection with his departure, Andy will be paid in accordance with the terms of his service agreement and Drax's Directors' Remuneration Policy, approved by shareholders on 26 April 2023.

Andy will continue to receive his salary, benefits and cash contribution in lieu of pension in the normal way during his employment with the Company up to the Termination Date. He will receive a payment in lieu of any accrued but untaken annual leave as at the Termination Date in accordance with the terms of his service agreement.

For the period up to the Termination Date, Andy will be eligible for a pro rata annual bonus in respect of 2025, to be determined in accordance with the Annual Bonus Plan and Remuneration Policy and payable in March 2026. 40% of any bonus payment will, in accordance with the Remuneration Policy, be deferred as an award under the Deferred Bonus Plan ("**DSP**") and will vest, subject to and in accordance with the rules of the DSP, in March 2029.

Outstanding DSP awards will, in accordance with the rules of the DSP and the Remuneration Policy, vest in full on their original timeframes, as detailed below:

Date of grant	Maximum number of shares under award¹	Vesting date
31 March 2023	35,874	31 March 2026
15 March 2024	37,523	15 March 2027
20 March 2025	31,782	20 March 2028

¹ Additional shares may be delivered on vesting in respect of dividend equivalents.

Outstanding Long Term Incentive Plan ("**LTIP**") awards will vest in accordance with the LTIP rules and the Directors' Remuneration Policy. The awards will be pro-rated for time up to the Termination Date and remain subject to performance assessment at the end of the relevant performance period. They will vest on their original timeframes and be released at the end of the relevant two-year post-vesting holding period, as detailed below:

Date of grant	Maximum number of shares under award¹	Maximum number of shares under award after time rating¹	Vesting date	End of holding period
31 March 2023	125,698	111,731	31 March 2026	31 March 2028
15 March 2024	162,649	90,360	15 March 2027	15 March 2029
20 March 2025	138,089	30,686	20 March 2028	20 March 2030

¹ Additional shares may be delivered on vesting and release in respect of dividend equivalents.

Andy's incentive awards will remain subject to malus and clawback provisions and Andy will comply with Drax's post-employment shareholding guidelines for two years after termination.

Andy's options over shares under the Company's Sharesave Plan will be treated in accordance with the plan rules.

The Company has agreed to a capped contribution of £6,000 plus VAT towards Andy's legal fees incurred in connection with his departure.

Andy will not receive any other remuneration payment or payment for loss of office.

Full details of all payments made to and receivable by Andy for service performed as a director and all loss of office payments will be disclosed in the Directors' Remuneration Report within the Company's Annual Report and Accounts for the year ending 31 December 2025.