

Compliance statement

The UK Corporate Governance Code

For the year ended 31 December 2024, Elementis plc was subject to the UK Corporate Governance Code 2018 (the 'Code'). The Code sets standards of good practice in relation to all areas of corporate governance in the UK. In this Annual Report, we report on how we applied the main principles of the Code and complied with its relevant provisions.

We consider ourselves to be fully compliant throughout the year ended 31 December 2024 and from that date up to the date of approval of this Annual Report, save in relation to Listing Rule LR9.8.6R(9) due to having had 37.5% female Directors on the Board in January and February 2024, during a period when the Board succession process was in flight. From March 2024 this rose to 40% and from April 2024 (until 31 December 2024) to 44% and was 40% at the date of approval of this Annual Report.

Elementis has complied with all other relevant provisions throughout the year ended 31 December 2024 and from that date up to the date of approval of this Annual Report. The Code is currently available at www.frc.org.uk

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How the Board operates

The Board held eight scheduled meetings during the year, and additional Board meetings were also held to discuss emerging matters, including Board appointments and CEO succession, and the progress of the strategic review of the Talc business.

For each Board and Committee meeting, meeting papers are provided in advance through a secure portal. Board papers include standing items, such as financial performance and investor relations updates, and special business such as strategic, operational or governance matters, which are prepared by Executive Directors, senior management, the Group General Counsel & Company Secretary and/or external advisers. The Board regularly invites ELT members and their team members to attend Board meetings and receives presentations and updates from their relevant business and functional areas.

Other key information, such as analyst/investor reports, Company policies and governance guidelines, is available through the secure portal.

Matters reserved for the Board

To ensure there is a clear division of responsibilities between the Board and the running of the Company business, the Board has a formal schedule of matters reserved for its decision. This is reviewed on a periodic basis and is available on our website: www.elementis.com

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|---|------------------------------------|
| → Group financial report | → Culture and values |
| → Risk management and internal controls | → Sustainability |
| → Corporate governance | → Health and safety |
| → Group strategy | → Engagement with key stakeholders |
| → Acquisitions and disposals | → Financial and trading statements |
| → Talent and succession | |

Board allocation of agenda time

Agendas for each Board meeting are prepared by the Group General Counsel & Company Secretary as a rolling programme over a 12-month period, but are reviewed regularly and updated where appropriate. The agenda for each Board meeting is agreed with the Chair, CEO and CFO.

Shareholder communications

The Chair is responsible for effective communication with shareholders. The CEO and CFO are the Company's principal contacts for investors, analysts, press and other interested stakeholders.

There is a dedicated investor relations programme for current and potential investors, which is managed by the Head of Investor Relations, who reports to the CFO. Further information regarding shareholder services can be found on page 199.