

Smith & Nephew plc

Section 430(2B) Companies Act 2006 Statement

The following information is provided in accordance with section 430(2B) of the Companies Act 2006 by Smith & Nephew plc (S+N).

Further to the announcement on 19 August 2026, John Rogers stepped down from the Board of S+N as Chief Financial Officer on 19 August 2026. His employment by Smith & Nephew Inc will terminate on 30 September 2026.

He will receive the payments set out below (after required tax deductions), in accordance with his service contract and S+N's approved Directors Remuneration Policy:

1. Salary and all contractual benefits, including pension supplement, up to 30 September 2026.
2. Accrued but unused paid time off as at 30 September 2026.
3. No payment will be made under the 2026 Annual Incentive Plan.
4. John Rogers holds the following unvested Deferred Bonus Plan awards, which will continue to vest on their normal release dates:

Award Date	Shares Awarded	Normal Release Date
26 March 2025	40,900	26 March 2028
1 April 2026	48,071	1 April 2029

Dividend equivalent shares will accrue on deferred bonus awards during the relevant vesting period.

5. John Rogers holds unvested Performance Share Plan awards granted in 2024, 2025 and 2026 which will lapse in full on 30 September 2026.
6. John Rogers holds unvested Restricted Share Plan awards granted in 2025 and 2026 which will lapse in full on 30 September 2026.
7. John Rogers holds an unvested RISE Share Plan award (an all employee plan) granted in 2026, which will lapse in full on 30 September 2026.
8. John Rogers has savings contracts in our ShareSave all employee plan and will have his savings returned, in line with the treatment of all employees resigning employment.
9. No loss of office payments will be made.

John Roger's Deferred Bonus Plan awards will remain subject to malus and clawback provisions and John Rogers will comply with S+N's post-employment shareholding guidelines for two years after termination.

Full details of all payments made to John Rogers will be disclosed in the Directors' Remuneration Report within the Company's Annual Report and Accounts for the year ending 31 December 2026.