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23 January 2026

Private & Confidential

Nicola Savage
GMB & Packaged Gases Plant Operator NNC Representatives
Sent via email only

Dear Nicola and NNC Representatives,

Re: Packaged Gases Plant Operator Pay and Condition Claim 2026

I am writing further to the meeting held on 21 January 2026 in Stoke and to confirm the Company offer.

1 Year Deal

- Increase on basic salary with flow through at 3.4%, effective 01 March 2026

As per our previous conversations, we believe that this is a generous offer which considers cost of living concerns and inflation rates. However, I must reiterate that Air Products is not responsible for covering inflation and the cost of living and that Companies are discouraged from doing so to prevent inflation from becoming entrenched, causing significant long-term damage to the economy.

This offers maintains the Plant Operators in the Upper Quartile and considers the current cost of living crisis and inflation rates.

We look forward to receiving the outcome of the ballot in due course.

Yours Sincerely,

A handwritten signature in black ink that reads "Zoe McCartney". The signature is written in a cursive, flowing style.

Zoe McCartney
UKI HR Partner
MCCARTZ@airproducts.com

Cc Terry Measor - UKI Operations Manager MEASORT@airproducts.com