

## **Section 430 (2b) information**

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

David Atkins will remain an employee until the expiry of his notice period on 25 May 2021 and will continue to receive salary and benefits during this period. Should the Company exercise its right to bring forward the date of termination of his employment, David will continue to receive his salary and benefits in monthly instalments in lieu of notice for the duration of this notice period.

In accordance with the terms of his service contract, David will remain eligible to be considered for a bonus in respect of the 2020 financial year and, if he remains an employee in 2021, a pro-rated bonus for the 2021 financial year. Any bonus will be subject to deferral in accordance with the Company's approved remuneration policy.

David's long term incentive awards granted in 2017, 2018 and 2019 (plus accrued dividend shares) shall remain capable of vesting on their scheduled normal vesting dates to the extent that the relevant performance conditions have been met at the end of the respective performance periods. Awards will be subject to pro-rating for time in employment.

David's deferred bonus award over 112,219 shares (plus accrued dividend shares) granted on 10 March 2020 will continue to be capable of vesting in March 2022.

The Company has agreed to cover the costs of an executive outplacement programme in an amount up to £50,000 plus VAT and legal fees of up to £12,000 plus VAT.

All payments are in accordance with David's service contract and the Company's approved remuneration policy.