

Philippe Chainieux - Section 430(2B) Companies Act 2006 Statement

On 21 February 2022, it was announced that Philippe Chainieux had stepped down from his role as Chief Executive Officer of the Group and from the Company's Board for family reasons.

Philippe has agreed to serve a shortened four-month notice period on garden leave in order to provide transitional assistance to the Group's new Chief Executive Officer, Nicola Thompson. During this period, Philippe will continue to receive his contractual salary and benefits. No further amount shall be paid to Philippe following the end of this four-month period.

Philippe will receive payment of his annual bonus for the financial year ended 31 December 2021 in the amount £77,760, full details of which are set out in the Directors' Remuneration Report in the Annual Report and Accounts for the financial year ended 31 December 2021.

Philippe's unvested IPO and Performance Share Plan share awards lapsed on the date of his resignation. He will continue to be able to exercise his vested pre-IPO share options in accordance with the terms on which those options were granted.

Other than the amounts disclosed above, Philippe will not be eligible for any other remuneration payments or payments for loss of office.

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

14 March 2022