

SECTION 430(2B) STATEMENT IN RELATION TO ALISON COOPER

As announced on 3 February 2020, Alison Cooper stood down from the Board of the Company and the role of Chief Executive Officer on that date. She remained in employment until 8 October 2020.

Alison received, or will receive, the payments set out below (less any required tax withholdings) which is in accordance with the Company's approved Directors' Remuneration Policy.

- Base salary and pension benefits paid in the normal way up to 8 October 2020 being the end of her 12 month notice period.
- 5% of salary paid in respect of any other benefits.
- No bonus will be paid for the financial year ending September 2020.
- All unvested LTIP awards have now lapsed and all deferred bonus awards have now been released.
- Legal fees and outplacement support up to the maximum value of £70,000 will be reimbursed as necessary.
- A payment of £90,000 will be paid in full and final settlement of all claims in relation to the termination of employment.

Full details of all payments made to and receivable by Alison Cooper will be disclosed in the relevant Directors' Remuneration Report.