

## SECTION 430(2B) STATEMENT RELATING TO MARTIN GREEN

### Salary and benefits

Martin Green's 12 month notice period commenced on 13 December 2022 and he will continue to receive his salary and benefits (car allowance, pension, medical insurance, permanent health insurance) in the normal way until expiry of the notice period on 13 December 2023.

### Long Term Incentive Plan ("LTIP")

Martin Green's outstanding LTIP awards will, subject to satisfaction of the applicable performance targets (and in respect of the 2021 and 2022 LTIP awards be subject to pro-rating for time), vest on their normal vesting dates as detailed in the table below and shall be subject to an additional holding period in accordance with the Company's shareholder approved remuneration policy. The Company's Remuneration Committee has exercised its discretion to permit this outcome in relation to the 2021 and 2022 LTIP awards, which is as contemplated by the Company's shareholder-approved remuneration policy.

Year of award	Grant date	Normal vesting date	Number of shares granted	Pro-rated number of shares
2020	21 September 2020	21 September 2023	94,289	94,289
2021	3 March 2021	3 March 2024	72,008	66,681
2022	11 March 2022	11 March 2025	41,677	24,397

### Deferred Bonus Plan ("DBP")

Martin Green's outstanding DBP awards (and any 2023 DBP award, as described in the 'Annual Bonus section below') will vest on their normal vesting dates as detailed in the table below and shall be subject to an additional holding period in accordance with the Company's shareholder approved remuneration policy. The Company's Remuneration Committee has exercised its discretion to permit this outcome in relation to the 2021, 2022 and 2023 awards, which is as contemplated by the Company's shareholder-approved remuneration policy.

Year of award	Grant date	Normal vesting date	Number of shares granted
2020	1 April 2020	1 April 2023	3,701
2021	13 May 2021	13 May 2024	1,897
2022	4 April 2022	4 April 2025	8,313
Expected 2023	Expected April 2023	Expected April 2026	Dependent on 2022 bonus outcome

### Annual Bonus

Martin Green will remain eligible for a bonus in respect of the 2022 financial year, subject to satisfaction of performance conditions. Any bonus payable in respect of the 2022 financial year will likely be paid in March 2023 following publication of the Company's financial results for the year ending 31 December 2022. The Company's Remuneration Committee has exercised its discretion to permit this outcome, which is as contemplated by the Company's shareholder-approved remuneration policy. 50% of the after-tax bonus payment will be subject to deferral into an award under the DBP.

Martin Green will remain eligible for a bonus in respect of the 2023 financial year, pro-rated for time to reflect the portion of the year during which he remains actively working and not on garden leave and subject to satisfaction of performance conditions. Any bonus payable in respect of the 2023 financial year will likely be paid in March 2024 following publication of the Company's financial results for the year ending 31 December 2023. Payment of any bonus in relation to the 2023 financial year (during

*which Martin Green will not be a director of the Company) is not strictly subject to the Company's shareholder-approved remuneration policy or to any relevant disclosure requirements but has been included for completeness.*

### **Professional costs**

*Martin Green will be entitled to receive a contribution of up to £30,000 (excluding VAT) towards outplacement support and a contribution of up to £13,000 (excluding VAT) towards legal fees incurred in connection with his departure.*

### **Other**

*Martin Green's options held under the Sharesave plan will become exercisable on 1 November 2023:-*

- *Option over 2,282 Videndum Ordinary Shares at an option price of £5.52 per share.*

### **Further information**

*The relevant remuneration details relating to Martin Green, including the information on the vesting of any outstanding awards detailed above and the dividend equivalents payable on them, will be included in the Directors' Remuneration Report in the Annual Report and Accounts.*

*In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company's website until the Company's next Directors' Remuneration Report is made available.*