

# HIGHCROFT

I N V E S T M E N T S P L C

## COMPANIES ACT DISCLOSURES RELATING TO DEPARTING DIRECTOR'S PAYMENT

### SIMON GILL

#### **Section 430(2B) Companies Act 2006 disclosure in relation to departing director**

As announced on 20 September 2022, Simon Gill stepped down as Chief Executive on 1 January 2023 and from the Highcroft Board on 31 March 2023.

Simon will be paid in accordance with the terms of his employment contract and Highcroft's directors' remuneration policy, as approved by shareholders in 2022, subject to the proposed policy update in 2023.

He continued to work and receive his salary and contractual benefits, including payments under the Highcroft Incentive Plan for 2022, until the end of his notice period being 31 March 2023. He will also be eligible for an annual bonus under the Highcroft remuneration policy for 2023. Any bonus paid will be pro-rated to reflect his period of service as a director.

Simon will be treated as a good leaver in respect of his unvested awards under Highcroft's Incentive Plan. Accordingly, his shares issued under the Plan relating to 2019 – 2022 will vest, at the latest, on their original vesting date.

He will receive no compensation or payment for the termination of his service contract or his ceasing to be a director of the company or any other group company.

Full details of Simon's remuneration arrangements for 2022 and 2023 will be published in due course in the Directors' Remuneration Report contained in the relevant Highcroft Annual Report and Accounts. The vesting of his Incentive Plan awards will be disclosed, as required, in the appropriate Directors' Remuneration Report.