

## **Information in accordance with section 430(2B) of the Companies Act 2006**

Medica Group plc (the “Company”) announced on 11 March 2020 that Tony Lee would be stepping down from his role as Finance Director and member of the board of directors. Tony duly left the Company on 31 May 2020 and as announced on 20 March 2020, will be replaced by Richard Jones who will join as Chief Financial Officer in the coming weeks.

As required by section 430(2B) of the Companies Act 2006, details are set out below of any remuneration payments and payment for loss of office due to Tony Lee in line with the Company’s shareholder approved remuneration policy.

Tony Lee will receive the following payments after he ceases to be a director of the Company in connection with the termination of his employment as Finance Director:

- i) a payment of 12 months’ salary and the value of benefits in lieu of notice in accordance with Tony Lee’s contractual terms in the sum of £148,400. This sum is payable in 12 monthly instalments and subject to deduction for any remunerated income earned by Tony Lee during the period from 1 June 2020 to 31 May 2021;
- ii) a payment in respect of any accrued but untaken holiday to 31 May 2020;
- iii) a contribution of £3,000 plus VAT towards Mr. Lee’s legal fees; and
- iv) outplacement services valued at £7500.

Tony Lee will not be eligible for a bonus for the 2020 financial year.

In terms of long-term incentive plan shares, Mr. Lee will receive the following:

- i) full vesting of the award granted on 21 March 2017 and vesting on 21 March 2020 subject to and in accordance with its terms; and
- ii) pro-rata vesting of the award granted on 21 March 2018 which will vest on 26 March 2021 subject to and in accordance with its terms.

The award granted on 25 April 2019 will lapse in accordance with its terms.

In terms of awards granted under the Medica Group PLC Deferred Bonus Plan 2017, the award granted on 25 April 2019 and any award granted prior to 31 May 2020 will vest in full subject to and in accordance with their terms.

There are no other remuneration payments made or to be made to Tony Lee after he ceases to be a director of the Company, nor are any other payments for loss of office due to Tony Lee.

In accordance with the Companies Act 2006, this information will remain available on the Company’s website until the next directors’ remuneration report of the Company is made available on the website.