

SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

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

Paul James stepped down from the Board of Genuit Group plc (the “Company”) on 30 September 2023. Treatment of his remuneration on termination is consistent with the Directors’ Remuneration Policy.

ANNUAL BONUS

In accordance with the terms of his service agreement, Paul James is not eligible to receive a performance related annual bonus in respect of 2023.

SHARE INCENTIVES

Paul James’ outstanding share awards will be treated in accordance with the rules of the applicable plans and will remain subject to the terms contained therein.

Long Term Incentive Plan (LTIP) – Paul James was granted options over 68,032, 92,659, and 189,753 ordinary shares on 20 May 2021, 22 April 2022 and 21 April 2023 respectively. These options lapsed on 30 September 2023.

Deferred Share Bonus Plan (DSBP) – Paul James was granted options on 22 April 2022 and 21 April 2023, each award representing the 33% retained value of his 2021 and 2022 annual bonus awards. Options are outstanding over 25,852 ordinary shares granted on 22 April 2022 and 6,838 ordinary shares granted on 21 April 2023. These awards will vest on the normal vesting dates and will be exercisable for a period of six months from the relevant vesting date.

Sharesave Scheme – Paul James had an outstanding option over 8,144 shares under the all-employee Sharesave Scheme, due to mature in December 2025. This option lapsed on 30 September 2023.

The Directors’ Remuneration Report for 2023, which will be included in the 2023 Annual Report and Accounts, will include details of remuneration earned by Paul James as an Executive Director of the Company during 2023.

Emma Versluys
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Genuit Group plc