

## SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

Further to the announcement by Wilmington plc (the 'Company') on 12 October 2020 the financial arrangements relating to Richard Amos' departure from the Company are outlined below. These have been determined in accordance with the shareholder approved directors' remuneration policy. Further information is set out below.

Richard Amos gave notice of his intention to step down from his position as Chief Financial Officer of the Company on 11 October 2020. Mr Amos resigned from the Board on 10 December 2020 at which date his employment with the Company will cease.

For the balance of his notice period, Mr Amos will receive a payment in lieu of the salary, contractual benefits and pension contribution that would have been paid. This will amount to £164,161 and will be paid in six monthly instalments.

Legal expenses and other associated termination expenses of up to £1,000 have been made available to Mr Amos as part of his departure arrangements.

Mr Amos is entitled to a pro-rated annual bonus for the period from 1 July 2020 to 31 December 2020 subject to the performance measures being met and the discretion determined by the Remuneration Committee at that time. Any bonus will be paid, as usual, after the publication of the Company's full year results.

Mr Amos' outstanding PSP awards have been treated in line with the shareholder approved directors' remuneration policy and in recognition of Mr Amos' contribution to the group. In line with the policy and best practice, for the share awards granted in 2018 and 2019, Mr Amos's outstanding awards will continue and vest subject to satisfaction of the applicable performance conditions and a reduction to reflect the proportion of the vesting period for which Mr Amos was in service as a Director. The share awards granted in 2020 have been forfeited in full.

Award	Shares subject to award	Performance period	Vesting date	Shares subject to award following time-based reduction
September 2018	103,746	Three financial years ending 30 June 2021	28 September 2021	76,150
September 2019	93,993	Three financial years ending 30 June 2022	30 September 2022	37,597
September 2020	159,596	Three financial years ending 30 June 2023	30 September 2023	nil