

Section 430(2b) of the Companies Act 2006 – Retirement of Alan Dale

On 22 September 2022, PayPoint Plc announced that Alan Dale had informed the Board of his intention to retire from his position as Finance Director and Executive Director of the Company during 2023 and that he had agreed to remain as an employee until 31 December 2023 to ensure a thorough transition and handover. As announced on 7 September 2023, Alan Dale stepped down from his role as director of PayPoint Plc effective from that date and will remain employed to the end of 2023.

The details of Alan's remuneration arrangements in respect of his departure are as follows:

- Alan will continue to receive his salary, pension and benefit provision up to cessation of employment on 31 December 2023.
- Alan will be entitled to receive an annual bonus for the year ending 31 March 2024, subject to time pro-rating to 7 September 2023 and to the extent that bonuses are payable to directors of PayPoint Plc in respect of that financial year.
- Unvested deferred annual bonus and RSA awards will continue to vest at the normal vesting dates and in respect of the RSA awards, vesting will be subject to a positive assessment of performance against the discretionary underpin and time pro-rating to 21 September 2023 (i.e. one year following the announcement of his retirement). Once vested, RSA awards may not be sold until at least five years from the relevant grant date.
- During employment, Alan will continue to be required to retain 50% of any share award acquired on vesting (net of tax) against his 200% of salary in-employment shareholding guideline. PayPoint's post-employment shareholding guideline will apply for two years post cessation of employment with the number of shares to be retained agreed at the point of cessation.

PayPoint will make no payment to Alan by way of compensation for loss of office on retirement from the Board.

The relevant remuneration details relating to Alan Dale will be included in the Directors' Remuneration Report in the Annual Report and Accounts for the year ending 31 March 2024.

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 next Directors' Remuneration Report is made available.