

## Remuneration disclosure under section 430(2B) Companies Act 2006 – Iain McPherson

As announced on 13 January 2022, Iain McPherson has left Countryside Partnerships PLC (the “**Company**”), having stepped down from his role as Group Chief Executive Officer and as a director of the Company on 13 January 2022 (the “**Termination Date**”). Iain McPherson:

- will receive his basic salary and contractual benefits, including any accrued but untaken holiday, up to the Termination Date.
- will, subject to a reduction to reflect any earnings from new employment, receive the sum of £578,325 in lieu of his basic salary, certain benefits and pension contributions for his 12 month notice period, paid in monthly instalments. In addition, for the notice period he is permitted to retain his company car (or elect to receive a monthly cash sum of £1,325 in lieu) and his private medical insurance cover will continue. These benefits are also subject to his duty to mitigate.
- will remain eligible for a bonus for the financial year ending 30 September 2022. Any bonus awarded will be pro-rated to reflect the period he served as a director (i.e. up to the Termination Date) and will be paid to him two-thirds in cash with the balance being deferred under the Deferred Bonus Plan for three years.
- holds the following outstanding employee share plan awards:

Plan	Grant date	Award type	Number of Company shares subject to award	Maximum number of shares which could vest after application of time pro-rating	Normal vesting date
Deferred Bonus Plan (“DBP”)	2019	Conditional award	29,305	29,305	2022
	2021	Conditional award	44,951	44,951	2024
Long Term Incentive Plan (“LTIP”)	January 2020	Nil-cost option	215,266	143,510	January 2023
	December 2020	Nil-cost option	239,048	86,322	December 2023

The LTIP awards granted in December 2021 lapsed on the Termination Date.

The DBP awards will remain capable of vesting in accordance with their terms on their normal vesting dates. For the LTIP awards, vesting will be subject to the achievement of applicable performance conditions and time pro-rating provided that at the normal vesting dates the remuneration committee remains satisfied that it is appropriate to allow the awards to vest. To the extent they vest, LTIP awards will be subject to a two-year holding period.

Mr McPherson’s Sharesave options lapsed on the Termination Date, in accordance with their terms.

Mr McPherson does not hold any shares in the Company which are subject to its shareholding policy.

In addition, up to £23,000 (plus VAT, where applicable) will be paid in respect of legal and outplacement support.

Full details of all payments made to and receivable by Iain McPherson will be disclosed in the Directors' remuneration report within the Company's Annual Report and Accounts for the year ending 30 September 2022, and subsequent years, as appropriate. All payments detailed above are in accordance with his service agreement and the Company' remuneration policy, as set out in the Company's Annual Report and Accounts. Payments detailed above will be paid net of any required tax withholdings.