

## **Section 430(2B) Disclosure – Peter Hetherington - 27 September 2018**

This document sets out the disclosure required by section 430(2B) of the Companies Act 2006 in relation to the departure of Peter Hetherington from IG Group Holdings PLC (the “Company”).

As announced on 27 September 2018, Mr Hetherington stepped down from the Company’s Board (and any related Group Company Board) on 26 September 2018. In accordance with the terms of his employment contract (which entitle him to 12 months’ notice of termination) Mr Hetherington is working part of his notice until 31 May 2019 (the “Termination Date”) when his employment will terminate. During this time Mr Hetherington will not be CEO of the Company but will be in a new role helping to ensure a smooth transition to his successor.

Following the Termination Date, Mr Hetherington will receive the sum of £221,574.27 (in monthly prorated tranches), representing the payment of base salary and benefits allowance in lieu for the balance of the notice period (i.e. from 1 June 2019 to 25 September 2019). This sum will be paid in four equal monthly instalments and will be subject to mitigation in respect of income from other employment. He will also be entitled to a compensation payment of £90,000 in settlement of potential claims.

To enable IG to continue to benefit from Mr Hetherington’s enormous experience and deep expertise in the industry, from 26 September 2019 to 25 September 2021 Mr Hetherington will act as a consultant to the Company providing strategic business, advisory and client/customer relationship management advice to the Company. Consultancy fees over this two-year period are expected to be approximately £600,000.

As Mr Hetherington will be employed for the full financial year 2018/2019 he will be entitled to participate and earn any Sustained Performance Plan (“SPP”) award for year 2018/2019 according to the rules of any SPP scheme (specifically but without limitation in relation to the normal performance criteria set by the Remuneration Committee for 2018/2019). Further, and subject to the Remuneration Committee of the Company being satisfied that, as at the Termination Date, he was a “Good Leaver” (as defined in the rules of the SPP), Mr Hetherington will be entitled to retain whatever SPP awards he has already earned for performance periods that are completed at the Termination Date (including any 2018/2019 award) subject to the rules of the SPP scheme in place from time to time. Under the SPP scheme rules these awards will vest in three instalments after Mr Hetherington has left.

Mr Hetherington will retain his accrued Shared Incentive Scheme (“SIP”) shares under the Company’s SIP scheme subject to the rules of the SIP scheme in place from time to time.

Mr Hetherington will take any accrued but untaken or yet to be accrued holiday entitlement before the Termination Date.

A sum of up to £22,700 (plus VAT) will be paid as a contribution in relation to legal services, to be paid directly to third party service providers.

Details of payments made to and receivable by Mr Hetherington will be disclosed in the Directors’ Remuneration Report within the Company’s Annual Report and Accounts for the year ended 31 May 2019, and subsequent years, as appropriate.

For further information, please contact: **Tony Lee, Company Secretary. Tel +442078960011**