

IG Group Holdings plc  
15 March 2024

### **S430(2B) Companies Act 2006 Statement – Charlie Rozes**

As announced by IG Group Holdings plc (“IG”, “the Group” or “the Company”) on 14 March 2024, Charlie Rozes will step down as Chief Financial Officer and a Director of the Group on 31 July 2024 (the “Termination Date”).

Charlie Rozes will receive:

- his basic salary and contractual benefits up to the Termination Date, including any accrued holiday entitlement; and
- a payment of £368,577 in lieu of base salary, benefits and pension allowance for the balance of his notice period ending 14 March 2025, paid in instalments and subject to mitigation.

Charlie Rozes holds the following unvested awards under the Group’s Sustained Performance Plan (“SPP”):

<b>Plan</b>	<b>Award</b>	<b>Number of Company shares subject to option/award</b>
SPP	Award in respect of FY21	144,339
	Award in respect of FY22	163,732
	Award in respect of FY23	145,912
	Long-Term Award in respect of FY24	48,106

The Remuneration Committee intends to treat Charlie Rozes as a ‘good leaver’ under the SPP, subject at all times to the rules of the SPP. The long-term award in respect of FY24 will be reduced to take into account the proportion of the performance period that has elapsed as at the Termination Date and will take into account the extent to which performance conditions have been satisfied over the whole performance period. SPP awards will be released on their respective original vesting dates. Any applicable holding periods and malus and clawback provisions will continue to apply.

Charlie Rozes will also be awarded an annual award under the SPP for FY24 of up to 340% of base salary in the normal manner and according to the rules of the SPP (specifically but without limitation to the performance criteria set by the Remuneration Committee for FY24). Any award earned under the SPP for FY24 will be paid and released in accordance with the SPP transitional approach for FY24 (including with respect to any retention and holding periods) as outlined in our FY23 Directors’ Remuneration Policy. Details of these awards will be provided in the Directors’ Remuneration report for the year ending 31 May 2024.

Charlie Rozes will also be eligible to be awarded an annual award and long-term award under the SPP for FY25 of up to 400% of base salary on a pro-rated basis for his period of employment from 1 June 2024 to the Termination Date, in the normal manner and according to the rules of the SPP (specifically but without limitation to the performance criteria set by the Remuneration Committee for FY25). Any award earned under the SPP for FY25 will be paid and released in accordance with the approach set out (including with respect to any retention and holding periods) in our FY23 Directors’ Remuneration Policy (including any retention and holding periods). Details of these awards will be provided in the Directors’ Remuneration reports for the year ending 31 May 2025 and subsequent years where appropriate.

In addition, Charlie Rozes will receive:

- (i) a contribution of £13,000 (excluding VAT) that will be paid towards legal fees incurred by Charlie Rozes;
- (ii) a payment towards the cost of tax advice in relation to UK tax returns for 2023/2024 and 2024/25 and in relation to US tax returns for 2024 in accordance with our approach while Charlie Rozes was in employment; and
- (iii) a payment of £49,061 in lieu of 24 days' accrued but untaken holiday entitlement as at the Termination Date;
- (iv) a contribution of up to £30,000 (excluding VAT) that will be paid towards coaching and continuing professional development support for Charlie Rozes;
- (v) continued coverage under the Company's Directors' and Officers' liability insurance for a period of six years following the Termination Date; and
- (vi) payments to allow continued coverage under the IG private health insurance scheme for him and his family for 12 months from the Termination Date.

All payments are subject to required tax withholdings.

The relevant remuneration details relating to Charlie Rozes will be included in the Directors' Remuneration Report for the year ending 31 May 2024, and subsequent years where appropriate.