

IG Group Holdings plc
15 March 2024

S430(2B) Companies Act 2006 Statement – Jon Noble

As announced by IG Group Holdings plc (“IG”, “the Group” or “the Company”) on 14 March 2024, Jon Noble stepped down as Chief Operating Officer and a Director of the Group on 14 March 2024 and will cease employment with the Group on 14 April 2024 (the “Termination Date”).

Jon Noble will receive:

- his basic salary and contractual benefits up to the Termination Date, including any accrued holiday entitlement; and
- a payment of £453,273 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.

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

Plan	Award	Number of Company shares subject to option/award
SPP	Award in respect of FY14	1,590
	Award in respect of FY15	1,610
	Award in respect of FY16	4,445
	Award in respect of FY17	3,023
	Award in respect of FY18	9,788
	Award in respect of FY19	6,019
	Award in respect of FY20	33,870
	Award in respect of FY21	110,906
	Award in respect of FY22	132,600
	Award in respect of FY23	121,235
	Long-Term Award in respect of FY24	39,960

The Remuneration Committee intends to treat Jon Noble 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 and any applicable holding periods and malus and clawback provisions will continue to apply.

Jon Noble will also be awarded an annual award under the SPP for FY24 of up to 340% of base salary on a pro-rated basis for his period of employment from 1 June 2023 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 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. Jon Noble will not be eligible to receive an annual award or long-term award under the SPP for FY25.

In addition, Jon Noble will receive:

- (i) a contribution of £10,000 (excluding VAT) that will be paid towards legal fees incurred by Jon Noble;
- (ii) a payment of £4,245 in lieu of 2.5 days' accrued but untaken holiday entitlement as at the Termination Date;
- (iii) a contribution of up to £30,000 (plus VAT) that will be paid towards coaching and continuing professional development support for Jon Noble;
- (iv) continued coverage under the Company's Directors' and Officers' liability insurance for a period of six years following the Termination Date; and
- (v) 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 Jon Noble will be included in the Directors' Remuneration Report for the year ending 31 May 2024, and subsequent years where appropriate.