

Rathbones Group Plc - Jennifer Mathias - Section 430(2B) Companies Act 2006 Statement

As previously announced, Jennifer Mathias, stepped down from the Board as of 31 December 2023. Jennifer has now transitioned to the new position of Group Chief of Staff to support the integration of Investec Wealth & Investment Limited ("IW&I UK"). The following information is provided in accordance with Section 430 (2B) of the Companies Act 2006:

Jennifer continued to receive her Fixed Pay and benefits as an Executive Director until she stepped down from the Board. Jennifer remains eligible to receive an Annual Bonus for 2023 subject to the Remuneration Committee's determination of performance. Any Annual Bonus payable will be disclosed in the Director's Remuneration Report.

In connection with the terms agreed for her transition, a contribution towards Jennifer's legal fees was paid of £30,000 plus VAT.

As Jennifer is remaining an employee there is no impact on any unvested share awards.

All required remuneration disclosures in relation to Jennifer's role as an Executive Director will continue to be disclosed in the relevant Directors Remuneration Report.