

S430(2B) Companies Act 2006 Statement – June Felix

Further to the announcement by IG Group Holdings plc (“IG”, “the Group” or “the Company”) on 29 August 2023, following a short period of medical leave, June Felix stepped down as Chief Executive Officer and a Director of the Group with effect from that date. June Felix remained an employee of the group on medical leave until she ceased employment on 29 September 2023 (the “Termination Date”) and performed her duties as required to provide an orderly handover during that time.

On this basis and in accordance with our Remuneration Policy, June Felix continued to receive her base salary, her pension and benefits allowance and her other benefits until the Termination Date.

June Felix will receive a payment of £679,140 in lieu of base salary, benefits and pension allowance for the balance of her 11 month notice period ending 29 August 2024, paid in instalments and subject to mitigation.

As at the Termination Date June Felix held the following unvested options and awards under the Group’s Sustained Performance Plan (“SPP”) and the Group’s Share Incentive Plan (“SIP”):

Plan	Award	Number of Company shares subject to option/award as at 25 August 2023*
SPP	Awards in respect of FY19	7,141 (including accrued dividend equivalents)
	Awards in respect of FY20	68,656 (including accrued dividend equivalents)
	Awards in respect of FY21	224,610
	Awards in respect of FY22	254,847
	Awards in respect of FY23	227,046
SIP	Partnership shares 2019	318
	Matching shares 2019	318
	Partnership shares 2020	242
	Matching shares 2020	242
	Partnership shares 2021	198
	Matching shares 2021	198
	Partnership shares 2022	221
	Matching shares 2022	221
	Partnership shares 2023	266
	Matching shares 2023	266

**Numbers exclude accrued dividend equivalent unless otherwise stated.*

June Felix’s SIP partnership shares and matching shares were released to her on the Termination Date in accordance with the rules of the SIP.

The Remuneration Committee intends to treat June Felix as a 'good leaver' under the SPP, subject at all times to the rules of the SPP.

In light of tax related considerations it was agreed that outstanding SPP awards held by June Felix would be accelerated to vest on 18 December 2023 and would remain exercisable until 31 December 2023. This was done in order to allow June Felix to settle the tax due on her awards with the remaining shares after tax being held on her behalf in a nominee arrangement. The shares held under the nominee arrangement will be released on the same timeframe as the original awards as follows:

- For SPP Awards granted in respect of financial years up to and including FY20, 50% of her shares will be released in August 2024 and the balance of her shares will be released in August 2025.
- For SPP Awards granted in respect of FY21, FY22 and FY23, her shares will be released on their respective original vesting dates.

Any applicable holding periods and malus and clawback provisions will continue to apply as part of the nominee arrangement put in place.

June Felix will also be awarded an annual award under the SPP for FY24 of up to 425% of base salary on a pro-rated basis for her 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 released in accordance with the SPP transitional approach for FY24 (including 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. June Felix will not be eligible to receive the long-term award component of the SPP for FY24 which relates to future Total Shareholder Return performance.

In addition, June Felix has either already received or will receive:

- (i) a contribution of £30,000 (excluding VAT) that will be paid towards legal fees incurred by June Felix;
- (ii) a payment towards the cost of tax advice in relation to UK and US tax returns for the current tax year in accordance with our approach while June was in employment;
- (iii) a payment of £105,000 in lieu of 40 days accrued but untaken holiday entitlement as at the Termination Date;
- (iv) a contribution of up to £35,000 (excluding VAT) that will be paid towards coaching and continuing professional development support for June Felix; and
- (v) payments to allow continued coverage under the IG private health insurance scheme for her family for 12 months from the Termination Date, plus a contribution of up to £10,000 towards any medical expenses incurred prior to 31 May 2024 that are not covered by the insurance scheme.

All payments are subject to required tax withholdings.

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