

## **SECTION 430(2B) STATEMENT**

As announced on 26<sup>th</sup> January 2024, Shaun Wills stepped down from the role of Chief Financial Officer of Superdry plc (the "Company" or "Superdry") and from his position on the Superdry Plc Board on 31 March 2024.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Shaun are set out below. These arrangements have been considered and approved by the Remuneration Committee as being in line with the Company's Directors' Remuneration Policy (as approved by shareholders at the 2021 AGM), taking into account the Company's commitment not to pay more than is necessary whilst ensuring any future liabilities are minimised.

In respect of his remuneration arrangements, Shaun:

- was paid his salary and normal benefits up to 31st March 2024.
- received a payment of £127,500 in lieu of his remaining notice period (equating to c.4 months base salary) and a payment of £68,750 (equating to c.2 months' pay).
- will not be eligible for an annual bonus in respect of FY2023 or FY2024.
- will receive his outstanding Restricted Share Awards (60,657 shares (2021), 160,714 shares (2022) and 96,480 shares (2023) under award) which will vest at the normal vesting dates subject to the assessment of the relevant performance underpins and time pro-rating
- will retain his 4,039 partnership shares and 396 matching shares under the Buy As You Earn Scheme (BAYE) which shall be released from the BAYE trust and treated in accordance with the terms of the BAYE rules.
- will receive a payment of £6,306 in lieu of his outstanding holiday.
- will be entitled to a contribution of £2,000 towards legal fees incurred in connection with his departure and a contribution of £5,000 towards the cost of outplacement support.

### **Further information**

The relevant remuneration details relating to Shaun Wills' departure will be included in the next Directors' Remuneration Report in the Annual Report and Accounts.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company's website until its next Directors' Remuneration Report is made available.