

Matt Webb - Disclosure in accordance with s.430(2B) of the Companies Act 2006

Matt Webb stepped down from the Luceco plc board on 31st March 2023.

The end of Matt's 6 month notice period is 18 July 2023, and he will remain employed for some of that period supporting Will and the Board with the transition of the role. The date of his cessation of employment is not yet known.

If the cessation of his employment is prior to 18 July 2023 then he will receive a payment in lieu of salary, benefits and pension for the remaining period. Matt will remain eligible to receive a pro-rata annual bonus for 2023. Matt's 2020 PSP award will continue to vest the quantum of which is yet to be determined. His 2021 and 2022 PSP awards will lapse, and he will not receive a PSP award for 2023.

Matt will also be entitled to a payment of £5,000 for legal costs incurred in relation to his termination of employment.