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[www.sjp.co.uk](http://www.sjp.co.uk)

## Section 430(2B) Companies Act 2006 Statement

As we announced on 13 June 2024, Craig Gentle will retire from the Board and from the position of Chief Financial Officer of St. James's Place plc (Company), effective 11 October 2024. The information below is required under section 430(2B) of the Companies Act 2006.

Mr Gentle will remain employed by the Group until his contractual notice period ends on 12 June 2025 and he will continue to receive his base salary and contractual benefits during that period in accordance with his service agreement and the Company's Directors' Remuneration Policy.

Mr Gentle will be eligible for an annual bonus award for the financial year ending 31 December 2024, pro-rated for the period worked (excluding any period of garden leave), and subject to the achievement of performance conditions. To the extent that any annual bonus award is made, 50% of it will be deferred for three years and invested in the Company's shares under the terms of the Deferred Bonus Plan. He will not be eligible for an annual bonus award in respect of the financial year ending 31 December 2025.

Mr Gentle will retain his outstanding awards under the Deferred Bonus Plan and the Performance Share Plan (PSP) (subject to time pro-rating) and the awards under these plans will vest on the normal vesting dates. PSP awards will be subject to the achievement of performance conditions, and pro-rating in respect of his period of employment. He will not receive a PSP award in 2025. PSP awards will continue to be subject to the post-vesting holding periods in accordance with the rules of the PSP.

Mr Gentle's unvested Company Share Option Plan (CSOP) awards will vest on the normal vesting dates, subject to the achievement of performance conditions and pro-rating in respect of his period of employment. He will not receive a CSOP award in 2025 and CSOP awards will continue to be subject to the post-vesting holding periods in accordance with the rules of the CSOP.

Malus and clawback provisions will continue to apply to share awards or bonus payments made to Mr Gentle.

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Mr Gentle's outstanding Sharesave options, will be treated in accordance with the rules of the Sharesave plan. Shares held in the Share Incentive Plan (SIP) will be released to Mr Gentle on leaving in accordance with the rules of the SIP.

In line with the Directors' Remuneration Policy, Mr Gentle will be required to maintain a shareholding equivalent to 200% of his base salary at the date he retires from the Board (or the actual shareholding held at cessation, if the value is lower) for two years post cessation.

Mr Gentle will receive no additional compensation or payment for the termination of his service contract or his ceasing to be a director of the Company or any other Group Company, except for the Company paying legal fees up to £15,000 plus VAT.

Full details of Mr Gentle's remuneration arrangements will be published in the Directors' Remuneration Report of the Company's Annual Report and Accounts 2024 and 2025 as applicable.

11 October 2024