

## **Remuneration arrangements for Richard Harris, former Chief Financial Officer**

On 21 December 2021, Foxtons Group plc (the "Company" or "Group") announced that Richard Harris would be stepping down from his role as Chief Financial Officer effective 1 April 2022. As required by section 430(2B) of the Companies Act 2006 (the 'Act'), details of the remuneration arrangements for Richard are set out below.

Richard will remain employed until the end of April 2022 to facilitate a smooth handover and will continue to receive his base salary, pension and benefits over this period until his employment ceases.

In accordance with his contractual entitlements and the Directors' Remuneration Policy as approved by shareholders in May 2020, Richard was entitled to his 2021 annual bonus outcome, which was paid into his personal Bonus Banking Plan (BBP) account. He received a cash payment of 70% of the value in that account of £167,100 which relates to 2021 and prior year performance. The remaining value in the BBP held in notional shares is forfeited on the cessation of his employment.

Richard is not eligible to participate in the bonus for 2022, nor is he eligible to receive a 2022 Restricted Share Plan (RSP) grant.

In line with the Remuneration policy, Richard's 2019 Share Option Plan (SOP) award and in-flight 2020 and 2021 RSP awards are forfeited on cessation.

All incentive arrangements are subject to the other applicable terms and conditions of the governing rules and Remuneration Committee discretion contained therein, including, without limitation, as regards malus and clawback.

A post cessation shareholding requirement of 200% of salary will apply to Richard for two years following his departure.

Richard received no payments for loss of office and the treatment of his pay on termination is in line with the approved Remuneration Policy.

Full details of Richard's remuneration are included in the FY2021 Annual Report and Accounts, which are available on the Company's website.

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