



## SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

### Dean Finch remuneration post cessation of directorship

Further to the market announcement made on 19 August 2020, National Express Group PLC (the "Company") confirms that Dean Finch resigned from his employment with, and stepped down as a Director of, the Company from the close of business on 31 August 2020.

In accordance with section 430(2B) of the Companies Act 2006, the following remuneration will be paid to Mr Finch after he ceases to be a director of the Company:

1. Mr Finch will be paid an amount equal to one month's salary, pension allowance and car allowance in consideration of waiving his entitlement to any other contractual payments or benefits in relation to the balance of his notice period beyond 31 August 2020 which, together with his entitlement to accrued but untaken holiday up to 31 August 2020, is an amount of £77,009.
2. Mr Finch is eligible after he ceases to be a director to receive his accrued unfunded pension entitlement in accordance with the terms of the deed establishing such entitlement, as amended, and his service agreement, as amended. This entitlement accrued at a rate of 25% of his annual base pay between 1 April 2012 and 5 June 2016, indexed by 5% per annum compound up to 5 June 2016 but was then amended such that, from 5 June 2016, it ceased to accrue but continued to be indexed on 1 April each year at the lower of 5% per annum compound and any increase in the Retail Prices Index. The entire accrued entitlement, in the amount of £721,427, is payable by 15 September 2020, net of applicable taxes.
3. Mr Finch will not receive any bonus in respect of the Company's financial year ending 31 December 2020.
4. Mr Finch's unvested 2020 award granted under the Company's Executive Deferred Bonus Plan in respect of the deferred element of his 2019 bonus award lapsed in full on 31 August 2020.
5. Mr Finch's unvested 2018, 2019 and 2020 LTIP awards granted under the Company's Long-Term Incentive Plan lapsed in full on 31 August 2020.

Full details of Mr Finch's remuneration in respect of the Company's financial year ending 31 December 2020 will be set out in the Company's Annual Report on Remuneration for such financial year.

31 August 2020