

This information is disclosed in line with Section 430 (2B) of the Companies Act 2006, in relation to a person ceasing to be a Executive Director of Macfarlane Group PLC (the “Company”).

This information relates to John Love, who as indicated in the announcement made in November 2020, retired from the Board effective 31<sup>st</sup> March 2021.

The terms of his remuneration are as follows:

- Mr Love received salary and pension benefits consistent with those received in 2020 up until 31<sup>st</sup> March 2021, with no additional payments made in lieu of his notice period.
- Mr Love is not entitled to a bonus relating to the 2021 performance period.
- Mr Love is treated as a ‘good leaver’ in relation to his outstanding Long Term Incentive Plan (“LTIP”) awards. These awards are subject to future performance conditions, and any future awards have been pro-rated based on his retirement date.

This information was published on 5<sup>th</sup> May 2021.