

Information in accordance with section 430(2B) of the Companies Act 2006

Medica Group plc (the "Company") announced on 9 May 2019 that John Graham would remain as the Company's Chief Executive Officer until Dr Stuart Quin joined the Company and its board of directors on 1 September 2019, ensuring a smooth transition.

As required by section 430(2B) of the Companies Act 2006, details are set out below of any remuneration payments and payment for loss of office due to John Graham in line with the Company's shareholder approved remuneration policy.

John Graham will receive the following payments after he ceases to be a director of the Company in connection with the termination of his employment as Chief Executive Officer:

- a payment of 12 months' salary and the value of benefits in lieu notice in accordance with John Graham's contractual terms in the sum of £219,000. This sum is payable in 12 monthly instalments and subject to deduction for any remunerated income earned by John Graham during the period from 1 September 2019 to 31 August 2020;
- a payment in respect of any accrued but untaken holiday to 31 August 2019; and
- a contribution of £2,500 plus VAT towards Mr Graham's legal fees.

John Graham will not be eligible for a bonus for the 2019 financial year.

All outstanding share awards granted to John Graham will lapse on 31 August 2019 when his employment ends.

There are no other remuneration payments made or to be made to John Graham after he ceases to be a director of the Company, nor are any other payments for loss of office due to John Graham.

In accordance with the Companies Act 2006, this information will remain available on the Company's website until the next directors' remuneration report of the Company is made available on the website.