



## **James Fisher and Sons plc (the “Company” or “James Fisher”)**

### **s.430(2B) statement**

Further to the announcements by the Company on 13 June 2022 and 17 June 2022, Eoghan O’Lionaird will step down from the role of Group Chief Executive Officer and from his position as an executive director on the Company’s board on 5 September 2022.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Eoghan are set out below. These arrangements comply with the Company’s Directors’ Remuneration Policy, which was approved by shareholders at the 2021 AGM.

### **Salary and benefits**

Eoghan will stay in post until a smooth transition of responsibility to his successor has been effected. He will step down as Group Chief Executive Officer and as an executive director with effect from 5 September 2022, but will remain an employee and available to provide any further assistance to the Company for the duration of his notice period.

Eoghan will receive his salary and normal pension contributions and benefits during the remainder of his employment, in accordance with his service agreement.

### **Annual bonus**

Eoghan will be eligible to receive a pro-rated bonus in respect of the 2022 financial year. The amount of any bonus will be subject to the satisfaction of the relevant performance criteria and will be determined by the Remuneration Committee on the normal timetable.

### **Share plans**

Eoghan’s outstanding unvested awards granted under the Company’s long-term incentive plan will vest on the normal vesting date, subject to the satisfaction of applicable performance conditions and to time pro-rating. A two year post-vesting holding period will apply as normal. To the extent that awards, vest, dividend equivalents may be credited.

Eoghan’s outstanding option under the Company’s Sharesave plan will lapse with effect from the date his employment ends.

### **Other**

Eoghan will receive a contribution of up to £5,500 (excluding VAT) in respect of legal fees and up to £50,000 (excluding VAT) in respect of outplacement support.

**Further information**

Other than the amounts disclosed above, Eoghan will not be eligible for any remuneration payments or payments for loss of office.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company's website until its next Directors' Remuneration Report is made available.

The relevant remuneration details relating to Eoghan will be included in the Directors' Remuneration Report in the Annual Report and Accounts.