

Speedy Hire Plc (the "Company")

**Remuneration Statement in relation to James Bunn
pursuant to section 430 (2B) Companies Act 2006**

As per the announcement on 27 October 2022, James Bunn stepped down from the Board as Chief Financial Officer on 1 November 2022. Following the completion of an orderly handover, James ceased employment on 31 December 2022, this being a mutually agreed early release of James' usual nine-month contractual notice period.

In respect of the remuneration arrangements for James' departure, as determined by the Remuneration Committee in line with the shareholder approved Directors' Remuneration Policy, he:

- continued to receive base salary, pension and benefits up to and including 31 December 2022 in line with his contractual entitlement. No further payments were paid or are payable after this date;
- is not eligible to receive an annual bonus in respect of the financial year ending 31 March 2023;
- was not treated as a good leaver in respect of outstanding Performance Share Plan awards. As such, all outstanding awards lapsed at cessation of employment;
- will receive a capped contribution of up to £750 towards legal fees incurred in connection with his departure; and
- is not eligible for any payments for loss of office.

Full details of James' remuneration will be included in the Directors' Remuneration Report in respect of the year ending 31 March 2023.