

SECTION 430(2B) ANNOUNCEMENT

Further to the Company's announcement on 29 April 2025, Ignacio Garat has stepped down as CEO and director of Mobico Group plc with effect from 30 April 2025. Ignacio will continue to support the group in an advisory role until the end of July 2025.

The following information is provided in accordance with section 430(2B) of the Companies Act 2006.

Ignacio will receive his salary and benefits for 12 months in accordance with his service agreement for the period up to and including 30 April 2026 (**Termination Date**) subject to mitigation should Ignacio request an earlier release from his notice period.

Ignacio will receive a payment of £35,653.85 in lieu of holiday which is accrued but untaken up to 30 April 2025.

Ignacio will be eligible for an annual bonus in respect of 2025 in an amount to be determined by the Remuneration Committee, provided that the bonus will be pro-rated for time to reflect the period in which he continues to work and provide continuing support for the company in 2025. Any 2025 bonus will be subject to mandatory deferral of 50% of the bonus amount into shares for one year from the award.

Ignacio's 2022 award under the Company's Long Term Incentive Plan (**LTIP**) vested in the normal course, and he will be treated as a "good leaver" in respect of the awards made to him under the LTIP in 2023 and 2024. Those awards will continue until the normal time of Vesting and with any Performance Target and any other conditions to be considered at the time of Vesting, however they will be reduced pro rata to reflect the time period from the date of award to the Termination Date as a proportion of the original vesting period. The awards will be subject to a holding period ending on 30 April 2027.

All LTIP and bonus awards will remain subject to malus and clawback (including after they vest).

Ignacio will receive a repatriation allowance of up to £33,500 for relocation and other expenses connected with his return to Spain following the end of his duties as Group CEO.

Ignacio will receive a contribution of up to £20,000 (excluding VAT) towards legal fees incurred in connection with the cessation of his employment. Ignacio declined an offer to receive Outplacement assistance.

Ignacio will not receive any other payments after ceasing to be a director or any other payments for loss of office.