



**Oxford Biomedica plc (the “Company”)  
Section 430(2B) Companies Act 2006 statement**

As announced on 17 July 2024, Stuart Paynter stepped down as Chief Financial Officer and from the Board of the Company on 2 September 2024. The following information is provided by the Company in accordance with Section 430(2B) of the Companies Act 2006.

**1. Fixed pay**

Stuart will remain an employee of the Company until 30 September 2024 and continue to receive his salary and benefits until that date. Stuart will then receive a payment in lieu of the balance of his 12-month notice period of £ 276,481.05. In line with the Directors’ Remuneration Policy approved at the 2024 AGM, Stuart will retain the benefit of health insurance cover until the end of the 12-month notice period.

**2. 2024 Annual Bonus**

Stuart remains eligible to earn an annual bonus in respect of 2024, pro-rated to take into account the proportion of 2024 for which he is employed. The amount of any bonus earned will depend upon the satisfaction of the applicable performance conditions which will be assessed at the normal time following the end of 2024. Any bonus earned will be paid 50% in cash and 50% as a deferred bonus award over shares in the Company granted under the Company’s Deferred Bonus Plan. Further information will be included in the Company’s Directors’ Remuneration Report for the year ending 31 December 2024.

**3. Outstanding LTIP and DBP awards**

Stuart will retain his existing Long-Term Incentive Plan awards and Deferred Bonus Plan awards.

*LTIP awards*

Stuart’s LTIP awards granted to him in 2017, 2018, 2019, 2020, and 2021 for which the performance period has already ended will be retained in respect of the shares over which they have already vested. These awards will be exercisable for a period, following, in the case of the awards granted in 2020 and 2021, the expiration of the originally envisaged holding period.

Stuart will also retain the LTIP awards granted to him in 2022 and 2023, which remain subject to performance conditions. These awards will vest at the originally envisaged date subject to the satisfaction of the performance condition and a pro-rata reduction to reflect the proportion of the performance period for which Stuart was employed. To the extent the awards vest, they will then be subject to the originally envisaged holding period.

*DBP awards*

Stuart will retain the DBP awards granted to him in respect of bonuses earned for previous years, which will be exercisable for a period following, to the extent they are not already exercisable, the expiration of the originally envisaged deferral periods.