

Archie Bethel S430 retirement notice

In February 2020, Archie Bethel announced that he wished to retire from Babcock, at which point the Babcock Board started a process to appoint his successor. In July 2020, Babcock Board announced that David Lockwood would join the Board as Chief Executive Officer in September with Archie stepping down.

Babcock will continue to pay Archie up to the date of his retirement on 31 March 2021 in accordance with his contractual entitlements and its remuneration policy. Babcock will disclose details of the remuneration and the extent to which it falls due for payment after Archie has ceased to be a director as appropriate in its future Annual Report and Accounts.

As a retiree, Archie is a 'good leaver' for the purposes of Babcock's deferred bonus plan (DBP) and its performance share plan (PSP). Archie has the following outstanding share awards:

- DBP 2018: 32,749 shares
- DBP 2019: 56,453 shares
- PSP 2018: 181,605 shares
- PSP 2019: 263,685 shares

Babcock's Remuneration Committee will treat these awards in accordance with their respective plan rules. The awards will vest on their normal vesting dates. Archie will receive a cash sum equivalent to the dividends that accrue on the shares that vest. In respect of the PSP awards, the Committee will pro-rate those awards from his retirement date. The number of shares that vests under the PSP remains subject to the performance conditions attaching to each award. The two-year post-vesting holding period will apply to any shares that vest under the PSP.

Babcock will make no payment to Archie by way of compensation for loss of office.