

## Retiring CEO remuneration disclosure

2 November 2021

### Pat McCann – retiring as Chief Executive Office of Dalata Hotel Group – remuneration disclosure

Further to the Company's announcement on 2 March 2021 concerning his intention to retire, Pat McCann retired as Chief Executive Officer and an Executive Director of the Company on 31 October 2021. His employment by the Company will cease on 31 December 2021. Payments made or to be made after his retirement as a director include:

#### Salary and benefits

Pat will be paid a salary and benefits until the date he ceases to be an employee of the Company on 31 December 2021. No payment in lieu of notice or other termination payment will be payable.

#### Annual bonus

Pat is eligible for an annual bonus in respect of the financial year ending 31 December 2021; however, it is expected that no bonus will be paid for 2021.

#### Share awards

Pat McCann holds outstanding shares under the Long-Term Incentive Plan ("LTIP") in respect of variable compensation previously earned as well as deferred bonus shares which are subject to a retention period. Where relevant, the Remuneration Committee has determined, in accordance with the rules and the Directors' Remuneration Policy, that Pat McCann will be treated as a good leaver in relation to outstanding awards granted to him by reason of his retirement.

- Any deferred bonus shares will be released on the normal release.
- Unvested LTIP awards will be prorated for time and will vest in line with the terms of the Plan Rules on the normal vesting date subject to the performance conditions being satisfied at the end of the performance period. They will be subject to a holding period in-line with the terms of the scheme.
- All LTIP and ABP awards will remain subject to malus and clawback provisions.
- He will not be eligible to receive any future awards under the Company's long-term incentive plan.

#### Post-employment shareholding requirements

Following termination of employment, Pat will be subject to a minimum shareholding requirement equivalent to half of the in-employment shareholding requirement (i.e. 100% of salary) for a two-year period from the leaving employment. This guideline only applies to shares which vested following the approval of the 2020 Policy. Notwithstanding the effective date for the implementation of the guideline, the company's restricted share trust is projected to retain a minimum balance of 205,372 shares in the company, on Pat's behalf, on 31 October 2023, having a value of €759,876 based on the closing share price on 29 October 2021, representing 125% of his basic salary at 31 October 2021.

### Other payments

Pat entered a savings contract under the Sharesave Scheme on 30 September 2020. Accumulated savings at 31 December 2021 may be used to partially exercise the option granted in accordance with the Sharesave Scheme rules, within six months of the date on which his employment ceased.

### Further information

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

The above information will be included in the Directors' Remuneration Report in the Annual Report and Accounts for the year ended 31 December 2021, and subsequent years where appropriate.