

Disclosure for the purposes of s430(2B) of the Companies Act 2006
Payments to past non- executive directors

On 26 February 2019, Metro Bank PLC (the Company) announced that Lord Howard Flight would be retiring from the Board of Directors on 1 April 2019.

The information required to be made available in accordance with section 430(2B) of the Companies Act 2006 is set out below.

Following his departure, on the Company's next payroll date being the 21 April 2019, Lord Flight will receive the pro-rata balance of the fees that were due to him up to the cessation of his directorship. The money received will relate solely to services provided up to and including the date on which he stepped down from the Board.

Howard Flight has the following outstanding legacy share options under the Company's Long Term Reward Plan (the "Plan"):

Share options

Year	2011	2012	2013	2014	2015
Number of shares	4,000	2,000	5,000	15,000	7,500
Award price	£9.00	£10.00	£12.00	£13.50	£16.00
Vested	4,000	2,000	5,000	12,000	4,500
Unvested	n/a	n/a	n/a	3,000	3,000

The Board has exercised its discretion under the Plan to treat Howard Flight as a "good leaver" and for his unvested options to vest immediately on his cessation. Therefore, the outstanding options listed above will continue in accordance with the terms of Plan. Lord Flight did not receive any other remuneration payment or any payment for loss of office of the type specified in section 430(2B) of the Companies Act 2006.

Details of the above payments will, where applicable, be disclosed in the Directors' Remuneration Report for the year ending 31 December 2019.