

## **Disclosure pursuant to Section 430(2B) of the Companies Act 2006**

As announced on 15 February 2022, David Arden stepped down from the Board of Metro Bank (the “Company”) and the role of Chief Financial Officer on 15 February 2022 and will leave the business on 1 April 2022 (or such later date as the Company determines having regard to handover requirements).

The information required to be made available pursuant to Section 430(2B) of the Companies Act in respect of his employment and remuneration is set out below.

David will continue to receive his normal salary and contractual benefits in accordance with his service agreement up to and including the date on which he ceases to be employed by the Company. Following such cessation and in line with the Company’s approved Directors’ Remuneration Policy, David will receive £405,000 (in monthly instalments) in lieu of his 12-month notice period and £15,576.93 in lieu of accrued but untaken holiday (in each case, less all necessary deductions).

The share awards granted to David in 2018, 2019 and 2020 will lapse in full. The award granted to David in 2021 under the Metro Bank plc Long Term Incentive Plan (the “LTIP”) will also lapse in full.

The Remuneration Committee has determined that, subject to David remaining employed on 31 March 2022, he will receive a variable reward of £258,187.50 in respect of the 2021 performance year (equating to 75% of his potential entitlement and on the basis that no award will be made to David under the LTIP). The variable reward will be delivered either as a cash award (which will be paid on the normal payment date) and/or a deferred share award with the proportionate split between the cash award and the deferred share award being determined by the Remuneration Committee and being in line with the proportion applied to other executive directors in respect of their variable rewards for the 2021 performance year.

The Remuneration Committee has determined that David will, in due course, be treated as a good leaver for the purposes of the deferred share award granted to him in 2021 and any deferred share award granted to him in 2022.

David will receive his reasonable legal fees in relation to his termination arrangements.

Further details of all payments made to and receivable by David will be disclosed in the Directors’ Remuneration Report within the Company’s Annual Report and Accounts as appropriate.