

30 June 2023

Entain plc
("Entain", the "Company")

Remuneration statement in relation to Robert Hoskin

On 15 May 2023, the Company announced that Robert Hoskin was leaving the Board on 30 June 2023 and the Company on 31 August 2023 (the "Termination Date"). This statement sets out information on remuneration payments and payments for loss of office made and to be made to Mr Hoskin in connection with his exit. The following arrangements were approved by the Remuneration Committee of the Company's Board and are consistent with the Company's Directors' Remuneration Policy (the "Policy") (approved by shareholders on 25 April 2023).

1. Mr Hoskin will receive his usual salary and benefits and any accrued holiday pay up to the Termination Date, with the exception that medical insurance cover will continue until the end of the policy year (31 March 2024).
2. Mr Hoskin is entitled to twelve months' notice under the terms of his service contract. He will receive a payment in lieu of notice representing the period from the Termination Date to the end of this notice period. Mr Hoskin will also receive a redundancy payment equivalent to 12 months' salary.
3. As Mr Hoskin's role is redundant he will be treated as a "Good Leaver" under the terms of the Company's Long Term Incentive Plan ("LTIP") and Annual & Deferred Bonus Plan ("ADBP"). He therefore retains his outstanding LTIP and ADBP share awards and these awards will continue to vest over the original vesting period (i.e. there is no acceleration of vesting). The awards will remain subject to our malus and clawback provisions, while the LTIP awards will also retain the additional two-year holding period following vesting. LTIP awards will only vest subject to achievement of the relevant performance conditions and will be pro-rated for time served until the Termination Date.
4. Mr Hoskin is required to maintain an interest in Entain shares equivalent in value to not less than 350% of his previous annual salary of £422,300 (£1,478,050) for two years following his exit from the Company on 31 August 2023. The Remuneration Committee will consider withdrawing Good Leaver treatment if Mr Hoskin does not meet this requirement.
5. In line with the Policy, Mr Hoskin will be entitled to a pro rata bonus for the 2023 financial year (pro-rated to 30 June 2023). Any payment due will be made 50% in cash and 50% in shares under the ADBP, with payment and the award made at the same time as those for other participants.
6. Up to £9,400 (excluding VAT) will be paid directly to Mr Hoskin's legal advisers in respect of legal services provided to Mr Hoskin in connection with his termination.
7. Other than the amounts disclosed above, there are no other remuneration payments or payments for loss of office due to Mr Hoskin.
8. Details of the payments made to and receivable by Mr Hoskin will be disclosed in the Company's annual report and accounts for the year ending 31 December 2023.

Enquiries:

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