

2 May 2017

EMIS Group plc (“the Company”)

Companies Act 2006 Section 430(2B) Statement – Chris Spencer

As announced on 10 April 2017, Chris Spencer stepped down as CEO and as a Director from the Board on 30 April 2017 (the “Leaving Date”).

The following information is provided in accordance with section 430(2B) of the Companies Act 2006.

All payments are in line with the Company’s stated Remuneration Policy for a good leaver (published in the 2016 Annual Report) and approved by the shareholders at the 2017 Annual General Meeting.

Salary and benefits

Chris Spencer will receive payment equivalent to four months base salary in lieu of notice.

Annual bonus: EMIS Group Senior Management Bonus Scheme (“the Bonus Scheme”)

He will remain eligible for consideration for payment of an annual cash bonus for the 2017 financial year, pro rata to his Leaving Date, subject to the Company meeting its performance targets for the year as determined and approved in the normal manner by the Remuneration Committee in March 2018.

Long Term Incentive Plan (“LTIP”)

His awards outstanding at the Leaving Date, which were made under the LTIP in 2014, 2015 and 2016, will vest at the normal vesting date subject to satisfaction of the existing performance conditions. For the LTIP 2015 and 2016 the awards will be calculated on a pro-rata basis to his Leaving Date. The requirement for a two year holding period of any vested awards ceases on leaving.

The Company’s Remuneration Report for the financial year ending 31 December 2017 will include details of the remuneration earned by Chris Spencer as an Executive Director during the relevant period.