

SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

Jon Mortimore

As announced on 14 April and 14 November 2023, Jon Mortimore retired from his role as Chief Financial Officer on 31 March 2024 and formally stepped down from the Board and ceased being an employee of Dr. Martens plc on this date.

As required by section 430(2B) of the Companies Act 2006, the following arrangements will apply in respect of Jon's remuneration. These arrangements comply with the remuneration policy that was approved by shareholders in July 2021 and which was in force as at the date of Jon's retirement on 31 March 2024.

Payments and benefits

Jon worked in a full-time capacity and continued to receive salary, benefits and pension until he left the Company on 31 March 2024. Jon will receive no further contractual payments after his retirement.

The Remuneration Committee has confirmed that Jon will be treated as a "good leaver" for the purposes of Dr. Martens plc's Global Bonus Scheme (GBS) and Long-Term Incentive Plan (LTIP).

Annual bonus

Under the rules of the Dr. Martens Global Bonus Scheme, Jon was eligible for a bonus award for the 2023/2024 financial year.

Payment of any bonus will be subject to the original performance conditions set for the financial year, with any pay-out determined in the normal manner and at the normal time. In line with the remuneration policy, 33.33% of any bonus award will be deferred into an award of shares which must be held for two years, with the remainder being paid in cash. Bonus shares granted to him in July 2022 must continue to be held by him until July 2024.

Any bonus award made to Jon will remain subject to malus and clawback provisions in accordance with the relevant plan rules.

Share incentives

Jon will retain any share awards granted to him under the Dr. Martens plc Long Term Incentive Plan (LTIP). Jon was not granted a FY24 LTIP award in June 2023. Outstanding LTIP awards from previous grants will remain capable of vesting on their original vesting dates, subject to performance conditions and pro-rated to reflect the period from their date of grant to the end of his period of employment in accordance with the rules of the Plan. The usual two-year post vest holding period will apply to any net of tax vested shares under the LTIP.

Awards held by Jon under the LTIP will remain subject to malus and clawback in accordance with the plan rules.

Jon was also eligible to continue to participate in the Company's all-employee 'Buy As You Earn' (BAYE) share incentive plan on a consistent basis with other UK-based employees until his retirement on 31 March 2024.

Shareholding requirements post-employment

Jon is required to maintain, for two years after leaving the Company, a minimum shareholding equal to the shareholding requirement he was subject to during employment (300% of his base salary).

Further Information

The relevant remuneration details relating to Jon Mortimore will be included in the Directors' Remuneration Report in the Annual Report for the year ended 31 March 2024.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on Dr. Martens plc's website until Dr. Martens plc's Remuneration Report in the Annual Report for the year ended March 2024 is made available.