

SECTION 430(2b) OF THE COMPANIES ACT 2006 – ROLAND DIGGELMANN

As announced on 22 February 2022, Roland Diggelmann stepped down from his role of Chief Executive Officer and Executive Director of Smith & Nephew Plc on 31 March 2022. The details of Roland's remuneration arrangements in respect of his departure are as follows:

- He will continue to receive his salary, benefits and pension contributions in the normal way during his employment with the Company up to 31 March 2022.
- He will receive payments in lieu of his salary, health and dental benefits, life assurance, car allowance and pension contributions in respect of the balance of his notice period up to 28 February 2023 (to reflect the Swiss law requirement that the notice period runs from the end of the month in which it is served) and payments in respect of accrued unused holiday at the time he ceases employment.
- His bonus relating to his service during 2021 has been determined in the normal manner, resulting in a cash payment of CHF 614,468 and a deferred share award worth (at grant) CHF 614,468. The deferred share award will be released in 2025. Further details of the Annual Bonus assessment is contained within our 2021 Directors' Remuneration Report.
- Roland Diggelmann will be eligible to participate in the Annual Bonus Plan for 2022, with his opportunity pro-rated for service and the outcome determined in the usual manner at year-end.
- Roland Diggelmann will be a "good leaver" for the purposes of his outstanding Performance Share Programme awards. As such, these will be pro-rated for service and will remain capable of vesting at the end of the three-year performance period, subject to meeting the relevant performance conditions. He will be required to retain any vested shares, net of tax, for a further two-year period after the vesting date. The maximum number of shares that he will receive under his awards is summarised in the table below:

Date of grant	Maximum number of shares subject to award on award date	Time pro-rated number of shares subject to award (exclusive of dividend equivalents)
21 May 2020	193,072	135,767
21 May 2021	192,348	55,283

- All shares earned during Roland Diggelmann's employment as Chief Executive Officer will be subject to a two-year holding period post cessation of employment.
- Legal fees incurred in connection with Roland Diggelmann's stepping down from the Board of up to CHF 5,000 for Swiss legal advice and of up to £5,000 for English law advice are payable by the Company.