

Mediclinic International plc  
(Incorporated in England and Wales)  
Company Number: 08338604  
LSE Share Code: MDC  
JSE Share Code: MEI  
NSX Share Code: MEP  
ISIN: GB00B8HX8Z88  
LEI: 2138002S5BSBIZTD5I60

14 August 2018

Mediclinic International plc (the “**company**”) confirms that Mr Danie Meintjes retired as an executive director with effect from 31 July 2018, following which, he became a non-executive director with effect from 1 August 2018.

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

In accordance with Mr Meintjes’ Service Agreement and the shareholder-approved Remuneration Policy, the following remuneration payments in respect of his retirement are set out below:

- Mr Meintjes received his normal base compensation, pension and benefits up to his departure date of 31 July 2018. He also received a payment in respect of accrued, but not taken, leave of ZAR319 105.
- Mr Meintjes will be eligible to receive an annual Short-Term Incentive (“**STI**”) award in respect of the financial year ending 31 March 2019, pro-rated for the period from the start of the year to the date of retirement as an executive director on 31 July 2018. The award will be subject to the achievement of performance conditions over the full financial year and will be delivered to Mr Meintjes in accordance with the Remuneration Policy, including 50% of the award being deferred in shares for two years.
- Under the Company’s Long-Term Incentive Plan 2013 (the “**LTIP**”), Mr Meintjes was granted an award in June 2018, in line with the normal grant cycle. The award has been structured as a Conditional Award over ordinary shares in the Company and will be subject to performance conditions in line with other participants. The award will vest on the normal vesting date, subject to a further two-year holding period.

*Treatment of outstanding incentive awards*

- With respect to outstanding deferred STI awards, these will continue to vest on the normal vesting date subject to the normal deferral period of two years.
- With respect to outstanding LTIP awards, the leaver provisions are only triggered once a participant ceases to be a director or employee of the Group. As Mr Meintjes became a non-executive director of the company on 1 August 2018, the leaver provisions were not triggered. As a result, in accordance with the incentive plan rules, Mr Meintjes’ outstanding LTIP awards will continue on their original terms and period.

Full details of the above payments will be disclosed in the Directors’ Remuneration Report for the year ending 31 March 2019.