

The Attraqt Performance Share Plan Awards of 22nd April 2021

Introduction

Attraqt granted various individuals in management certain awards ("**Awards**") under the Company's long-term incentive plan (the "**Plan**") on 22nd April 2021 (the "**Grant Date**").

The Awards are Nominal Cost Options and subject to performance conditions. We refer to this type of award as a "Performance Share Award".

The Awards were granted over ordinary shares in the capital of the Company ("**Shares**") and subject to the terms of the Plan vest on the Normal Vesting Date to the extent that the Performance Conditions set out below are satisfied.

Summary

Award Type	Option Price	Value per Share at Date of Grant	Normal Vesting Date	Exercise Period	Performance Conditions	Dividend Equivalent
Nominal Cost Option granted under the terms of the Plan	£0.01	41.50 pence (being the closing middle-market quotation from the dealing day before the Grant Date)	3 rd anniversary of the Grant Date (or the date upon which the Remuneration Committee ("Committee") determines the extent to which the Performance Targets have been achieved if later)	The period from the Normal Vesting Date until the 10 th anniversary of the Grant Date	See below	The Award will carry the right to a Dividend Equivalent

Performance Conditions

On the 3rd anniversary of the Grant Date, the Awards Vest and become exercisable to the extent the following performance conditions have been met:

- Share Price Performance Condition – 50% of each award

A percentage of the Shares subject to the Share Price Performance Condition will Vest based on the Company's share price at the conclusion of the three year performance period ending on 31 December 2023:

Company's Share Price on 31 December 2023 ¹	Percentage of the Shares that will Vest
75p or higher	100%
Between 55p and 74.99p	25%
Less than 55p	0%

Should performance fall in between the performance levels detailed in the table, vesting takes place on a straight-line basis between 25% and 100%.

To the extent that any dividends are paid during the performance period (i.e. based on the ex-dividend date falling within the Performance Period running from 1 January 2021 to 31 December 2023), the share price targets are reduced to reflect the dividend payment.

- Revenue Growth Performance Condition – 50% of each award

A percentage of the Shares subject to the Revenue Growth Performance Condition will Vest based on the growth in the Company's revenue at the conclusion of the three year performance period ending on 31 December 2023:

Company's Revenue ² on 31 December 2023	Percentage of the Shares that will Vest
£31.0m or higher	100%
Between £28.0m and £30,999,999	25%
Less than £28.0m	0%

Should performance fall in between the performance levels detailed in the table, vesting takes place on a straight-line basis between 25% and 100%.

¹ The Company's Share Price on 31 December 2023 will be calculated based on the three month average share price (excluding Saturdays, Sundays and UK public holidays) ending on 31 December 2023 to smooth any short-term share price movements that may impact on vesting.

² Revenue is as reported in the Company's Annual Report for the financial year ending 31 December 2023 and adjusted on such basis as the Committee determines