

**Mediclinic International plc**  
**18 July 2019**

**Update from the Remuneration Committee regarding 2019 Long Term Incentive Plan (“LTIP”) awards**

As set out in the cover letter from the Chairperson of the Remuneration Committee in the 2019 Annual Report & Accounts, the Committee actively reviewed the 2019 LTIP award levels in light of share price performance in the year. Awards were made of 200% of salary to the Chief Executive Officer and 150% of salary to the Chief Financial Officer, subject to adjusted Earnings per Share (“EPS”) and relative Total Shareholder Return (“TSR”) performance over the three-year performance period and an underpin which allows the Remuneration Committee to review the formulaic outturn in the context of Return on Invested Capital (“ROIC”) performance in the period.

It is the Company’s view that the current share price level reflects an industry-wide re-rating, given the increased external focus on the affordability of healthcare delivery which has resulted in changing care delivery models and greater regulatory intervention – this reduces the likelihood of executive Directors benefitting from windfall gains.

In addition, the Committee made a commitment at the time the 2019 LTIP awards were granted that it would retain the discretion to review the outturn of the awards on vesting, and if it was felt that the industry re-rating were not to be permanent and the management were in line to benefit from windfall gains, to reduce the outturn at that time.

Nonetheless, to demonstrate our commitment to shareholders, the Committee and the executive Directors have mutually agreed to cap the value of awards that may vest under the 2019 LTIP. On this basis, no value above £8 per share vesting will be delivered to the executive Directors.