

The following information is provided on the Company's website in accordance with section 430(2B) of the Companies Act 2006.

Ian Wakelin

As announced on 26 July 2018, Ian Wakelin will step down from the board of Biffa plc (the "**Company**") and leave the Company on 28 September 2018.

Ian Wakelin will receive the following payments (less any required tax withholdings) which are in accordance with the Company's Directors' Remuneration Policy, as set out in the Company's Annual Report and Accounts:

1. Ian Wakelin will receive his salary of £510,000, benefits and pension contributions up to his leaving date of 28 September 2018.
2. Ian Wakelin will receive a pro-rated bonus for the 2018/2019 year of up to 130% of his salary, subject to the achievement of the applicable performance criteria (financial and strategic targets). The amount of such bonus, if any, will be determined by the Remuneration Committee and will be paid in cash at the normal time (expected to be in July 2019).
3. A time pro-rated portion of Ian Wakelin's 2016 Performance Share Plan award over 566,666 shares will remain capable of vesting on the normal vesting date in June 2019, subject to the achievement of the applicable performance conditions.
4. Ian Wakelin's 2017 Performance Share Plan award over 344,594 shares will lapse on 28 September 2018. He was not granted an award in 2018.
5. The shares Ian Wakelin holds under the Company's Share Incentive Plan will be treated in accordance with rules of that plan.
6. Ian Wakelin will also be reimbursed for any outstanding expenses properly incurred on behalf of the Company.

Full details of all payments made to and receivable by Ian Wakelin will be disclosed in the Directors' Remuneration Report within the Company's Annual Report and Accounts for the year ending 29 March 2019, and subsequent years, as appropriate.