

Further to the announcement dated 15 May 2014 in respect of Nick Winser, National Grid plc confirms that Mr Winser will leave the company at the end of July 2015 and has stepped down from the Board following the 2014 AGM. Mr Winser will continue with his roles as President of the European Network of Transmission System Operators for Electricity (ENTSO-E) and as Chairman of National Grid Electricity Transmission and National Grid Gas through to July 2015. It is anticipated that, following a handover of his other responsibilities, Mr Winser will work part time from 1 October 2014 until his leaving date.

### **Salary and benefits**

Mr Winser's salary will remain at its current level of £546,000 until 1 October 2014, when it will be reduced to £327,000 to reflect his part-time working. He will continue to have the use of his company car and private medical insurance, which were valued at £11,912 in the financial year ending 31 March 2014, until 31 July 2015. He will cease to receive salary and benefits from 1 August 2015.

### **Annual Performance Plan and Deferred Share Plan**

Mr Winser will remain eligible to participate in the Annual Performance Plan (APP) for the 2014/15 and 2015/16 financial years, calculated in accordance with the rules of the APP. In particular, this will be pro-rated for time served to 31 July 2015 for the 2015/16 financial year.

The outstanding awards which he holds under the Company's Deferred Share Plan, amounting to awards over 115,347 shares in total as at 29 July 2014, are expected to vest at the normal vesting date or, for those awards where the normal vesting date falls after 31 July 2015, at 31 July 2015. He will also receive cash payments in lieu of dividend that would have accumulated on these shares during the deferral period, calculated in accordance with the plan rules.

### **Long Term Performance Plan**

Mr Winser will not receive any further share awards under the Company's Long Term Performance Plan (LTPP).

He holds outstanding awards under the LTPP, amounting to awards over 356,540 shares in total as at 29 July 2014. Any awards that vest will do so at the normal vesting dates subject to satisfaction of their specified performance conditions, and will be pro-rated for time served to 31 July 2015 for those awards where the normal vesting date falls after this date. The Remuneration Committee of National Grid has discretion to award shares in lieu of dividend that would have accumulated on vested LTPP shares during the performance period, calculated in accordance with the plan rules. In the event that such shares are awarded to participants under the plan, Mr Winser would also receive these on any shares that vest, at the normal vesting date.

### **Pension and other payments**

Mr Winser will be entitled to receive a statutory redundancy payment of £11,925 calculated on the statutory basis but will not receive any additional ex gratia payment for loss of office. According to the rules of the relevant pension plan, he will be eligible to receive an unreduced pension and lump sum from the date of leaving the company. These benefits will be calculated in accordance with the

plan rules by the pension scheme actuaries at the time of leaving, using factors extant at that time, and will be disclosed in the 2015 Annual Report and Accounts.