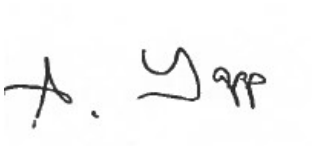
SECTION 430 (2B) COMPANIES ACT 2006 STATEMENT REGARDING JONATHAN THOMSON

The following information is provided in accordance with Section 430 (2B) Companies Act 2006 relating to Jonathan Thomson who ceased to be a director of the Company on 31 December 2018.

In line with the current Remuneration Policy and in accordance with Mr Thomson's service contract, which was entered into on 23 September 2015, for the period from 1 January 2019 to 30 June 2019, Mr Thomson will receive a payment in lieu of notice (comprised of salary, pension allowance and 10% of his base salary in lieu of benefits), payments will be made in monthly instalments and are subject to an obligation to mitigate. The maximum amount Mr Thomson will be entitled to receive is £477,050, calculated as:

£329,000	base salary
£32,900	10% of base salary in lieu of benefits in kind
£115,150	pension contribution at 35% of base salary

On 30 September 2018, the performance period for the 2015-2016 LTIP award came to an end and subsequently vested on 20 November 2018. The award vested at 94.96% as a result of which Mr Thomson received 101,120 shares. On 21 November 2018, Mr Thomson sold 47,009 shares to realise sufficient funds to settle resultant tax and social security liabilities. The balance of 54,111 shares will continue to be subject to a two year post vest holding requirement and will also be subject to malus and clawback. Mr Thomson will not receive a further award of any long-term incentives. All of Mr Thomson's extant awards lapsed on his ceasing to be a director on 31 December 2018. Mr Thomson will not be eligible for an annual bonus payment in respect of 2018-2019.



Alison Yapp

Group General Counsel & Company Secretary

2 January 2019