



Companies Act 2006 Section 430(2B) disclosure

James Brotherton

James Brotherton stepped down from the Board of Tyman plc ("Tyman", the "Company" or the "Group") on 9 May 2019 and following a period of time to ensure a smooth handover to Jason Ashton, will leave the Company on 31 May 2019 (the "Termination Date"). James was Chief Financial Officer of Tyman from 28 May 2010 to 9 May 2019. Set out below are details of the remuneration arrangements relating to his ceasing to be a Director.

- No payment for loss of office or other compensation has been or will be paid.
- Normal salary and contractual benefits will be paid up until the Termination Date. No payment of salary or benefits will be paid thereafter.
- James is eligible for the 2019 Bonus Award which will be calculated on the same basis as the actual bonus outcome for the Executive Directors of the Company, for the year ending 31 December 2019 and will be pro-rated to reflect the time worked in the year.
- The 2019 Bonus Award will be paid wholly in cash, with no deferral into the Deferred Share Bonus Plan.
- In respect of any Deferred Share Bonus Plan award shares held by James at the Termination Date (comprising awards over 36,152 shares vesting March 2020, 21,243 shares vesting March 2021 and 26,972 vesting March 2022), these will vest in full on the original vesting date.
- No Long-Term Incentive Plan awards ("LTIP"s) have been made in respect of the financial year ending 31 December 2019 and no compensation has been paid in respect of this.
- In respect of any outstanding LTIP Awards held by James, these will lapse at the Termination Date.
- In respect of any outstanding Save As you Earn share options, these will lapse at the Termination Date.
- This Section 430(2B) disclosure has been updated following the confirmation of the Termination Date as at 31 May 2019.

In addition, whilst the Group does not currently have provisions in place for Executive Directors post-employment shareholdings, James has indicated he would voluntarily continue to hold at least 250,000 shares for a period of 12 months following his Termination Date and a minimum of 150,000 shares for a period of 24 months following the Termination Date.

Details of James' remuneration for the financial year ended 31 December 2019 will be included in the Remuneration Report of Tyman's Annual Report and Accounts for the year ended 31 December 2019.