

8 July 2016

### **Section 430(2B) Companies Act 2006 statement regarding Dave Rushton**

The following information relating to Dave Rushton is provided in accordance with Section 430(2B) Companies Act 2006.

Further to the announcements made on 1 February 2016 and on 9 June 2016, Mr Rushton ceased to be an employee with effect from 30 June 2016.

His salary and benefits ceased as at 30 June 2016 and he is not entitled to an annual bonus for 2016.

The Board and Remuneration Committee have treated Mr Rushton as a good leaver under the Company's 2007 Long Term Incentive Plan ("LTIP").

In line with the directors' remuneration policy, the performance conditions for Mr Rushton's in-flight LTIP awards have been applied and the numbers of any performance vesting shares have been reduced on an appropriate time pro-rata basis. Accordingly there is nil vesting of Mr Rushton's 2015 LTIP awards and vesting of 7.2% (14,453 shares) of Mr Rushton's 2014 LTIP awards. Mr Rushton may exercise these vested awards for a period of 6 months from 30 June 2016.