

## SECTION 430(2B) COMPANIES ACT 2006 STATEMENT

The following information is provided in accordance with section 430(2B) of the Companies Act 2006 on behalf of Spectris plc (the “Group”).

John O’Higgins stepped down as Chief Executive and retired from his role as an Executive Director on 28 September 2018. Mr O’Higgins has served Spectris as CEO for over 12 years during which he has made a considerable contribution to the success of the Group including a 300% rise in the market value of the Group and a 500% increase in total shareholder return. Under the terms of the Group’s Directors’ Remuneration Policy, Mr. O’Higgins is subject to a twelve month notice period that commenced on 24 May 2018. For the period from Mr O’Higgins stepping down as CEO to the end of his 12 month notice period, he will remain employed at the Group and will be available to perform such duties consistent with his status as the Company may reasonably require.

Remuneration payments in respect of Mr. O’Higgins’ cessation of employment as determined by the Remuneration Committee are set out below. All payments are in line with the approved Directors’ Remuneration Policy. Further details will be included in the Group’s 2018 Annual Report and Accounts to be published in March 2019.

### Base salary, benefits and pension

John O’Higgins will continue to be paid an amount every month in accordance with his service contract, in respect of his salary, pension and benefits from the date he ceased to be a Director on 28 September 2018 up to the end of his notice period on 23 May 2019 when his employment with the Group ceases. The value of these payments for the period are as follows:

- Salary: £392,722.17
- 25% cash pension contribution: £98,180.54
- Car Allowance: £9,780.33

Mr. O’Higgins will also remain entitled to his contractual non cash benefits during his notice period such as medical insurance and death in service benefit.

### Annual Bonus

In order to ensure that Mr O’Higgins remained fully motivated to discharge his duties to the Company during the period in which the search to find his successor took place and to effect a smooth transition to his successor, Mr O’Higgins is eligible for a payment under the annual bonus scheme for the period up to the point he ceases to be an employee of the Company on 23 May 2019. Any payment will be subject to the performance conditions set and pro-rated up to the date he ceased to be an employee of the Company. Any annual bonus will be payable at the normal payment date and, where appropriate, be subject to malus and clawback.

### Performance Share Plan

Awards made to Mr. O’Higgins under the Performance Share Plan in 2016, 2017 and 2018 will vest on the original vesting date to the extent that the relevant performance conditions are met. The number of shares under each award will be reduced on a pro rata basis to reflect Mr. O’Higgins’ length of service up to the end of his employment with the Group with dividend accrual to be

calculated on the final vesting amount. All awards are subject to the clawback provisions set out in the relevant rules of the Performance Share Plan. On vesting, shares relating to the 2017 and 2018 awards will also be subject to a two-year holding period.

Mr O'Higgins will not participate in the 2019 Performance Share Plan award.

There are no other payments to be disclosed.