

Spirent Communications plc

Companies Act 2006 Section 430(2B) Statement: Eric Hutchinson

As previously announced, Eric Hutchinson stepped down from the Board of Spirent Communications plc on 1 May 2019 and left the Group on 30 June 2019 (the “Leaving Date”). As a retirement, this qualifies Mr Hutchinson as a “Good Leaver” in accordance with the terms of the Company’s Remuneration Policy.

The following information is provided in accordance with section 430(2B) of the Companies Act 2006.

Salary and benefits

Mr Hutchinson received his salary, benefits and pension allowance as usual until the Leaving Date.

There was no payment in lieu of notice and no payment for loss of office.

Annual cash incentive

As a good leaver, Mr Hutchinson remains eligible for the Annual Cash Incentive for the 2019 financial year, pro-rated for time served and subject to the meeting of performance targets in 2019 which will be measured in March 2020. In view of Mr Hutchinson’s retirement, the Remuneration Committee has used its discretion to determine that Mr Hutchinson will not be required to defer any part of any payment that may arise with respect to the 2019 financial year into shares.

Further details on the Annual Cash Incentive will be included in the Report on Directors’ Remuneration in the 2019 Annual Report.

Share incentives

As a good leaver, awards which are outstanding at the Leaving Date will have their performance conditions tested at the end of the respective performance period, with any payments due being pro-rated for time employed during the performance period.

Shares held by Mr Hutchinson through the UK Employee Share Purchase Plan will become available to sell or transfer under the Plan’s Good Leaver provisions.

Further details on the share incentive awards are available in the Report on Directors’ Remuneration in the 2019 Annual Report.

3 July 2019