

**Tyman plc****Change in CFO responsibilities and remuneration**

As disclosed in the Interim Results Announcement dated 25 July 2017; following a review of the Executive Directors' roles, with effect from 1 August 2017, James Brotherton will take Board responsibility for Group strategy, corporate development and M&A in addition to his existing duties as Chief Financial Officer.

In light of his additional responsibilities, his salary will be increased from this date. At the increased level his salary will be around the median salary of Chief Financial Officers for companies of similar size and complexity to Tyman. His revised remuneration details from 1 August 2017 are set out below:

**Salary and benefits**

Annual salary:	£297,500 (from £251,200)
Allowance in lieu of pension:	15 per cent. of annual salary (unchanged)
Car Allowance:	£16,000 (unchanged)
Next salary review date:	1 January 2019

**Bonus**

For the 2017 year his bonus outcome will be based on his current salary of £251,200.

For the 2018 year his bonus outcome will be based on an intermediate salary level of £275,000.

**LTIP**

There is no change to his 2017 LTIP Award which was made in March 2017 and which will vest, subject to performance conditions, in March 2020. This award is subject to a holding period of a further two years.

For the 2018 year his LTIP award will be based on an intermediate salary level of £275,000.

**25 July 2017**