

Notice of Annual General Meeting 2024

To be held at and be broadcast via live audiocast from
the offices of Latham & Watkins
99 Bishopsgate, London, EC2M 3XF
On 16 May 2024 at 10.30 am



THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION.

If you are in any doubt as to the action you should take, you should immediately consult your stockbroker, solicitor or accountant or other independent adviser authorised under the Financial Services and Markets Act 2000.

If you have sold or transferred all your ordinary shares in Tyman plc, please forward this document, together with any accompanying documents (except any personalized form of proxy), as soon as possible to the purchaser or transferee, or to the bank, stockbroker or other agent who arranged the sale or transfer so they can pass these documents to the person who now holds the shares.

Letter from the Chair

Tyman plc

(incorporated and registered in England and Wales with registered number 02806007)

Directors:

Nicky Hartery (Chair)
Rutger Helbing
Jason Ashton
Paul Withers
Pamela Bingham
Margaret Amos
Dave Randich

Registered office:

29 Queen Anne's Gate
London SW1H 9BU

28 March 2024

To the holders of ordinary shares in Tyman plc (the "Company")

Dear Shareholder

2024 Annual General Meeting

Tyman's Annual General Meeting (the "AGM" or "Meeting") will be held at the offices of Latham & Watkins, 99 Bishopsgate, London, EC2M 3XF on Thursday, 16 May 2024 at 10.30 am. The AGM is an opportunity for our shareholders to express their views directly to the board of directors (the "Board") and I hope that you will take this opportunity to do so. As in recent years, to enable as many shareholders as possible to participate in the Company's AGM, we shall hold a "hybrid" AGM with an appropriate quorum to transact the business of the Meeting alongside a live broadcast of the Meeting to shareholders. Further details of the arrangements have been set out on page 10 of this document.

In this letter, I will provide you with a detailed explanation of the resolutions to be proposed at the AGM and the arrangements for you to take part. The formal notice convening the AGM (the "Notice") is set out on pages 3 to 5 of this document.

Business to be transacted

At the AGM, we will be proposing the resolutions set out in the Notice. Resolutions 1 to 15 will be proposed as ordinary resolutions and Resolutions 16 to 19 will be proposed as special resolutions. The proposed ordinary resolutions will be passed if more than 50% of the votes cast are in favour and the proposed special resolutions will be passed if at least 75% of the votes cast are in favour.

In line with best practice, all resolutions for consideration at the AGM will be decided on a poll, rather than on a show of hands. We believe that a poll is the best way of representing the views of as many shareholders as possible in the voting process, including all votes of shareholders who are unable to attend the AGM, but who appoint a proxy for the Meeting. This means that a shareholder has one vote for every share held. The results of the poll will be announced through RNS and will be made available on the Company's website as soon as practicable, following the end of the AGM.

Actions required

Whether or not you intend to be present at the AGM, you are strongly encouraged to appoint a proxy to cast your votes as soon as possible. Details of how to do so are set out on pages 10 and 11 of this document. The lodging of forms of proxy will not prevent ordinary shareholders from attending and voting in person if they so wish.

Recommendation

The Board believes that all the resolutions referred to above which are to be proposed at the AGM are in the best interests of the Company and of the shareholders as a whole and recommend shareholders to vote in favour of them, as each of the directors intends to do in respect of his or her own beneficial holding. In aggregate, the directors own 446,094 shares at the date of this letter.

I look forward to seeing you at the AGM and thank you for your continued support.

Yours faithfully

Nicky Hartery
Chair

Notice of Annual General Meeting

Tyman plc

(incorporated and registered in England and Wales with registered number 02806007)

Notice is hereby given that the Annual General Meeting of Tyman plc (the "**Company**") will be held at the offices of Latham & Watkins, 99 Bishopsgate, London, EC2M 3XF, on Thursday, 16 May 2024 at 10.30 am to transact the business set out below.

Resolutions 1 to 15 will be proposed as ordinary resolutions and Resolutions 16 to 19 will be proposed as special resolutions.

Ordinary resolutions

To consider and, if thought fit, to pass the following resolutions to be proposed as ordinary resolutions:

1. To receive and adopt the audited financial statements of the Company for the financial year ended 31 December 2023 together with the reports of its Directors and Auditors (the "**Annual Report**").
2. To declare a final dividend of 9.5 pence per ordinary share for the financial year ended 31 December 2023, payable on 29 May 2024 to shareholders of the Company on the register of members at the close of business on 26 April 2024.
3. THAT the Directors' Remuneration Report contained within the Annual Report of the Company for the financial year ended 31 December 2023 be and is hereby approved.
4. THAT the proposed new Directors' Remuneration Policy contained within the Annual Report of the Company for the financial year ended 31 December 2023 be and is hereby approved with immediate effect after the AGM.
5. To elect Margaret Amos as a Director of the Company.
6. To elect Rutger Helbing as a Director of the Company.
7. To re-elect Nicky Hartery as a Director of the Company.
8. To re-elect Jason Ashton as a Director of the Company.
9. To re-elect Pamela Bingham as a Director of the Company.
10. To re-elect Dave Randich as a Director of the Company.
11. To re-elect Paul Withers as a Director of the Company.
12. To appoint Deloitte LLP as Auditors of the Company to hold office from the conclusion of this Meeting until the conclusion of the next Annual General Meeting of the Company.
13. To authorise the Directors to set the remuneration of the Auditors.
14. THAT, in accordance with Sections 366 and 367 of the Companies Act 2006 (the "**Act**"), the Company and all companies that are subsidiaries of the Company at any time during the period for which this resolution is effective are authorised to:
 - a. make political donations to political parties and/or independent election candidates not exceeding £50,000 in total;
 - b. make political donations to political organisations other than political parties, not exceeding £50,000 in total; and
 - c. incur political expenditure not exceeding £50,000 in total,

in each case during the period commencing on the date of this resolution and ending at the end of the next Annual General Meeting of the Company or, if earlier, on 16 August 2025 and provided that the aggregate amount of any such donations and expenditure shall not exceed £50,000 during such period. For the purpose of this resolution, the terms "political donations", "political parties", "independent election candidates", "political organisations" and "political expenditure" shall have the meanings set out in Sections 363 to 365 (inclusive) of the Act.

15. THAT the Directors be and are hereby generally and unconditionally authorised (in substitution for all existing authorities) to exercise all powers of the Company in accordance with Section 551 of the Companies Act 2006 (the "Act") to allot shares in the Company and to grant rights to subscribe for or convert any security into shares in the Company ("Rights"):
- a. up to an aggregate nominal amount of £3,272,037; and
 - b. comprising equity securities (as defined in the Act) up to a nominal amount of £6,544,074 (such amount to be reduced by the nominal amount of any shares allotted or Rights granted under subparagraph a. above of this Resolution 15) in connection with an offer in connection with a fully pre-emptive offer:
 - i. to the holders of ordinary shares in proportion (as nearly as may be practicable) to their existing holdings of ordinary shares; and
 - ii. to the holders of other equity securities if this is required by the rights of those securities or, if the Directors consider it necessary, as permitted by the rights of those securities,

and this authority shall expire at the end of the next Annual General Meeting of the Company or, if earlier, on 16 August 2025 (unless previously revoked or varied by the Company in general meeting) save that the Company may before such expiry make an offer or agreement which would or might require shares to be allotted or Rights to be granted after the authority expires and the Directors may allot shares or grant Rights under any such offer or agreement as if this authority had not expired.

Special resolutions

To consider and, if thought fit, to pass the following resolutions to be proposed as special resolutions:

16. THAT, subject to the passing of Resolution 15, the Directors be and are hereby empowered pursuant to Section 570 and Section 573 of the Companies Act 2006 (the "Act") to allot equity securities (within the meaning of Section 560 of the Act) for cash either pursuant to the authority conferred by Resolution 15 above or by way of a sale of equity securities held as treasury shares, as if Section 561(1) of the Act did not apply to any such allotment or sale, provided that this power shall be limited to:
- a. the allotment of equity securities, or sale of equity securities held as treasury shares, in connection with a rights issue, open offer or any other pre-emptive offer in favour of:
 - i. ordinary shareholders (excluding any Shareholder holding shares as treasury shares) in proportion (as nearly as may be practicable) to their respective holdings, and
 - ii. holders (excluding any holder holding shares as treasury shares) of any other class of equity security in accordance with the rights attached to such class of equity securities (subject in either case to such exclusions or other arrangements as the Directors may deem necessary or expedient to deal with fractional entitlements or legal or practical problems arising in any territory, the requirements of any regulatory body or stock exchange or any other matter whatsoever); and
 - b. the allotment of equity securities and/or sale of treasury shares (otherwise than pursuant to subparagraph a. above of this Resolution 16) up to an aggregate nominal value of £490,805,

and this power shall expire at the end of the next Annual General Meeting of the Company or, if earlier, 16 August 2025 (unless previously revoked or varied by the Company in general meeting) save that the Company may before such expiry make an offer or agreement which would or might require equity securities to be allotted or sold after the power expires and the Directors may allot or sell equity securities and/or treasury shares under any such offer or agreement as if this power had not expired.

17. THAT, subject to the passing of Resolution 15 above, the Directors be authorised in addition to any authority granted under subparagraph b. of Resolution 16 to allot equity securities for cash either pursuant to the authority conferred by Resolution 15 above or by way of a sale of equity securities held as treasury shares, as if Section 561(1) of the Act did not apply to any such allotment or sale, provided that this authority shall be limited to:
- a. the allotment of equity securities or sale of treasury shares up to an aggregate nominal amount of £490,805;
 - b. and such authority to be used only for the purposes of financing (or refinancing, if the authority is to be used within twelve months after the original transaction) a transaction which the Directors of the Company determines to be either an acquisition or a specified capital investment of a kind contemplated by the Statement of Principles on Disapplying Pre-emption Rights most recently published by the Pre-emption Group prior to the date of this notice.

This authority shall expire at the end of the next AGM of the Company or, if earlier, 16 August 2025 (unless previously revoked or varied by the Company in general meeting) save that the Company may before such expiry make an offer or agreement which would or might require equity securities to be allotted or sold after the power expires and the Directors may allot or sell equity securities under any such offer or agreement as if this power had not expired.

18. THAT the Company be generally and unconditionally authorised to make market purchases (within the meaning of Section 693(4) of the Companies Act 2006 (the "**Act**")) of ordinary shares with nominal value of 5 pence each of the Company, on such terms and in such manner as the Directors may from time to time determine, provided that:
- a. the maximum number of ordinary shares of 5 pence nominal value hereby authorised to be purchased is 29,428,705;
 - b. the minimum price, excluding expenses, which may be paid for an ordinary share is 5 pence;
 - c. the maximum price, excluding expenses, which may be paid for any such share will not exceed the higher of 5% above the average of the middle market quotations for an ordinary share in the Company taken from the London Stock Exchange Daily Official List for the five business days immediately preceding the date on which such share is contracted to be purchased and an amount equal to the higher of the price of the last independent trade of an ordinary share and the highest current independent bid for an ordinary share on the trading venue where the purchase is carried out (in each case exclusive of expenses payable by the Company);
 - d. any ordinary shares purchased pursuant to this authority shall be cancelled or, if the Directors so determine, held as treasury shares;
 - e. the authority hereby conferred shall expire on the close of the next Annual General Meeting of the Company or, if earlier, on 16 August 2025 unless previously renewed, revoked or varied by the Company in general meeting; and
 - f. the Company may make a contract for the purchase of its ordinary shares under this authority before the expiry of this authority which would or might be executed wholly or partly after the expiry of such authority and may make purchases of its ordinary shares in pursuance of such a contract as if this authority had not expired.
19. THAT, as permitted by section 307A of the Act, a general meeting of the Company, other than an Annual General Meeting, may be called on not less than 14 clear days' notice.

By order of the Board

Peter Ho
General Counsel & Company Secretary
28 March 2024

Registered office:
29 Queen Anne's Gate,
London SW1H 9BU

Explanatory notes to the resolutions

Annual Report and Accounts (Resolution 1)

This resolution deals with the delivery by the Directors of the Company (the “**Directors**”) to the shareholders of the Company (the “**shareholders**”) of the accounts for its financial year ended 31 December 2023 (including the Directors’ and auditors’ reports on those accounts) (the “**Annual Report**”) and the adoption thereof by the Company.

Final dividend (Resolution 2)

Final dividends are approved by the shareholders but cannot be more than the amount recommended by the Directors. The Directors are recommending a final dividend for the year ended 31 December 2023 of 9.5 pence per ordinary share, due and payable on 29 May 2024 to the shareholders on the register of members of the Company at close of business on 26 April 2024. This resolution seeks shareholders’ approval of the proposed dividend.

Directors’ remuneration report and new remuneration policy (Resolutions 3 and 4)

The Board is seeking Shareholders’ approval of the Directors’ remuneration report (the “**Directors’ Remuneration Report**”) and new Directors’ remuneration policy (the “**Directors’ Remuneration Policy**”) under Resolutions 3 and 4 respectively.

The Directors are required to prepare the Directors’ Remuneration Report which is set out on pages 132 to 134 of the Annual Report (excluding the Director’s Remuneration Policy on pages 135 to 143 of the Annual Report). The Directors’ Remuneration Report comprises an annual report detailing the remuneration of the directors and a statement by the Chair of the Remuneration Committee of the Board (the “**Committee**”). The Company is required to seek Shareholders’ approval in respect of the contents of this report on an annual basis. The vote is an advisory one, and no entitlement of a Director to remuneration is conditional on it.

Shareholders are separately asked to approve the new Directors’ Remuneration Policy which is set out on pages 135 to 143 of the Annual Report. It is intended that this will take effect immediately after the AGM and will replace the existing policy that was approved by Shareholders in May 2021.

It is anticipated that the Directors’ Remuneration Policy will be in force for three years although we will closely monitor regulatory changes and market trends and, if necessary, we may present a revised policy within that three-year period.

The Directors’ Remuneration Policy has been developed considering the principles of the UK Corporate Governance Code and the views of our major shareholders, who were consulted in advance of finalising these proposals.

Re-election of Directors (Resolutions 5 to 11)

The Company has adopted the requirement of the UK Corporate Governance Code that all Directors should be subject to annual re-election by shareholders. It follows therefore that Nicky Hartery, Jason Ashton, Paul Withers, Pamela Bingham, and Dave Randich shall be seeking re-election by shareholders at the AGM.

In accordance with the Company’s Articles of Association, any person who is appointed by the directors as an extra director or to fill a vacancy must retire from office at the first annual general meeting following their appointment. Accordingly, both Margaret Amos, who joined the Board of Directors as a non-executive director on 9 June 2023, and Rutger Helbing, who joined the Board on 2 January 2024, will also be seeking re-election at the AGM.

Biographical details for each Directors’ re-election may be found on pages 106 to 109 of the Annual Report. The Board considers that each of the Directors brings valuable skills and experience to the Board. Performance evaluations have taken place and, following those evaluations, the Board considers that the performance of each Director continues to be effective and that each demonstrates the commitment required to continue in his or her present role. Further details of the performance evaluations may be found on pages 118 to 119 of the Annual Report.

Appointment of the Auditors and Auditors’ remuneration (Resolutions 12 and 13)

Resolution 12 proposes the re-appointment of Deloitte LLP as the Auditors of the Company. It is normal practice for the Directors to be authorised to fix the Auditors’ remuneration and this is dealt with in Resolution 13.

Political donations (Resolution 14)

It is the policy of the Company not to make donations to political parties or incur political expenditure and it has no present intention of making any political donation or incurring any political expenditure in respect of any political party, political organisation or independent election candidate. For further details, please see the Group's "Political Donations Policy", which is available on <https://www.tymanplc.com/sustainability/sustainable-culture/ethics>.

However, the Companies Act 2006 (the "Act") contains wide definitions of "political donation", "political organisation" and "political party" and, as a result, sponsorship, subscriptions, payment of expenses and paid leave for employees fulfilling public duties may even fall under the definitions. If this resolution is passed, the Company and its subsidiaries will be authorised to make donations and incur expenditure which might otherwise be prohibited by legislation up to a limit of, in aggregate, £50,000. The Directors consider that the authority is necessary to provide the Company with comfort that it will not, because of uncertainties as to the scope and interpretation of the legislation, unintentionally commit a technical breach of such laws. In common with other listed companies, the Directors are therefore seeking shareholders' approval in the terms outlined in this resolution. This authority remains unused since inception.

Directors' authority to allot shares (Resolution 15)

The Act provides that the Directors may not allot ordinary shares unless authorised to do so by the Company in general meeting or by its Articles of Association. This resolution seeks renewal, for a further period expiring at the earlier of the close of the next AGM or 16 August 2025, of the authority previously granted to the Directors at last year's AGM.

The authority relates to a total of 65,440,749 ordinary shares, being one-third of the issued share capital (excluding treasury shares) of the Company as at 20 March 2024 (being the latest practicable date prior to publication of the Notice). In addition, in accordance with the guidelines issued by the Investment Association, the resolution also contains an authority for the Directors to allot a further 65,440,749 ordinary shares in connection with a pre-emptive offer by way of rights issue.

The Directors have no present intention of allotting, or agreeing to allot, any shares otherwise than in connection with the Company's employee share schemes, to the extent permitted by such schemes from time to time. However, the Directors continue to consider potential transactions and, in the event of one of these potential transactions proceeding, this may require the allotment of shares pursuant to this authority.

Special resolutions

Disapplication of statutory pre-emption rights (Resolutions 16 and 17)

The Act gives holders of ordinary shares, with limited but important exceptions, certain rights of pre-emption on the issue for cash of new ordinary shares or on the sale of any shares which the Company may hold in treasury following a purchase of its own shares. The Directors believe that it is in the best interests of the Company that, as in previous years, the Board should have limited authority to allot some shares for cash or sell treasury shares without first having to offer such shares to existing Shareholders. The Directors are seeking to renew these authorities at the forthcoming AGM as they believe it gives the Company important flexibility to fund (or partially fund) acquisitions without relying entirely on the debt markets. In seeking this renewal, the Directors remain mindful of the Pre-Emption Group's Statement of Principles. Accordingly, these resolutions seek to renew the authorities on similar terms for a further period, expiring at the earlier of the close of the next AGM or 16 August 2025.

The authority in Resolution 16, if granted, will relate to the allotment of new ordinary shares or the sale of treasury shares in respect of (i) rights issues, open offers or any other similar pre-emptive offerings, including transactions where difficulties arise in offering shares to certain overseas Shareholders, and in relation to fractional entitlements and certain other technical matters and (ii) generally to allotments (other than in respect of pre-emptive offerings) of ordinary shares or the sale of treasury shares having an aggregate nominal value not exceeding £490,805 (being approximately 5% of the issued ordinary share capital (excluding treasury shares) of the Company as at 20 March 2024 (being the latest practicable date prior to the publication of the Notice)).

Resolution 17 is an additional authority for the Directors to allot ordinary shares, or sell treasury shares, for cash in connection with an acquisition or capital investment of a kind contemplated by the Pre-Emption Group's Statement of Principles up to an additional aggregate nominal amount of £490,805 (being approximately 5% of the issued ordinary share capital (excluding treasury shares) of the Company as at 20 March 2024 (being the latest practicable date prior to the publication of the Notice)). The Directors confirm that they will only allot shares pursuant to this authority where the allotment is in connection with an acquisition or specified capital investment (as defined in the Pre-Emption Group's Statement of Principles) which is announced contemporaneously with the allotment or sale, or which has taken place in the preceding six-month period and is disclosed in the announcement of the allotment or sale.

Authority to purchase ordinary shares (Resolution 18)

This resolution is to renew the Company's authority to make market purchases of its own shares. The authority should not be taken to imply that shares will be purchased at any particular price or, indeed, at all, and the Board has no present intention of exercising this power but would wish to retain the flexibility to do so in the future. The authority will expire at the earlier of the conclusion of the next AGM or 16 August 2025. The Board intends to seek renewal of this power at subsequent AGMs.

The resolution specifies the maximum number of shares which may be purchased (representing approximately 14.99% of the Company's issued ordinary share capital (excluding treasury shares) as at 20 March 2024) and the maximum and minimum prices at which they may be bought, reflecting legal and regulatory requirements. Any purchases would only be made on the London Stock Exchange. The Directors have not yet decided whether such shares, if repurchased, would be cancelled or taken into treasury, and such a decision would be taken in light of prevailing circumstances at the time of the purchase. The Board will only exercise the power to make purchases of the Company's shares after consideration of the effects on earnings per share and the benefits for shareholders generally. As at 20 March 2024 (being the latest practicable date prior to publication of the Notice) there were options outstanding over 3,352,472 ordinary shares, representing 1.71% of the issued ordinary share capital (excluding treasury shares) of the Company. If the authority given by Resolution 18 was to be fully used, the options currently in issue would then represent 2.01% of the issued ordinary share capital (excluding treasury shares) of the Company.

Length of notice of meetings (Resolution 19)

This is a resolution to authorise the Company to hold general meetings on 14 clear days' notice. The notice period required by the Act for general meetings of the Company is at least 21 clear days, unless shareholders approve a shorter notice period, which cannot be less than 14 clear days. AGMs must always be held on at least 21 clear days' notice. In order to be able to call a general meeting on less than 21 clear days' notice, the Company must make a means of electronic voting available to all shareholders for that meeting and a resolution approving the reduction of the notice period for general meetings to 14 clear days must be passed at a previous AGM or at a general meeting held since then.

The Directors believe that obtaining this authority is desirable as it gives the Company an additional degree of flexibility where merited by the purpose of such general meeting (other than an AGM) if the matter is considered to be time-sensitive, non-routine and if in the interests of shareholders generally. The approval of this resolution will be effective until the conclusion of the AGM of the Company in 2025 when it is intended that a similar resolution will be proposed to renew this authority.

Notes for shareholders

Notes

The following notes explain your general rights as a Shareholder and your right to attend and vote at this Meeting or to appoint someone else to vote on your behalf.

This Notice has been sent for information only to persons who have been nominated by a member to enjoy information rights under Section 146 of the Companies Act 2006 (a "**Nominated Person**"). The rights set out above to appoint a proxy can only be exercised by the member, not by a Nominated Person. A Nominated Person may, however, under an agreement between him/her and the member by whom he/she was nominated, have a right to be appointed (or to have someone else appointed) as a proxy for the AGM. If a Nominated Person has no such proxy appointment right or does not wish to exercise it, he/she may, under any such agreement, have a right to give instructions to the member as to the exercise of voting rights.

Any corporation which is a Shareholder can appoint one or more corporate representatives who may exercise on its behalf all of its powers as a Shareholder provided that no more than one corporate representative exercises powers in relation to the same shares.

Shareholders, or their proxies, intending to attend the Meeting in person are requested, if possible, to arrive at the Meeting venue at least 20 minutes prior to the commencement of the Meeting at **10.30 am on 16 May 2024** so that their shareholding may be checked against the Company's register of members and attendances recorded.

Action to be taken

Shareholders are entitled to appoint another person as a proxy to exercise all or part of their rights to attend and to speak and vote on their behalf at the Meeting. A Shareholder may appoint more than one proxy in relation to the Meeting provided that each proxy is appointed to exercise the rights attached to a different Ordinary Share or Ordinary Shares held by that Shareholder. A proxy need not be a Shareholder of the Company. In the case of joint holders, where more than one of the joint holders purports to appoint a proxy, only the appointment submitted by the most senior holder will be accepted. Seniority is determined by the order in which the names of the joint holders appear in the Company's register of members in respect of the joint holding (the first named being the most senior).

You are asked to register your proxy vote as soon as possible, but, in any event, by no later than **10.30 am on Tuesday 14 May 2024**. Completion and submission of a form of proxy will not preclude you from attending and voting in person at the AGM. If you have appointed a proxy and attend the Meeting in person, your proxy appointment will be automatically terminated.

If you return more than one proxy appointment, either by paper or electronic communication, the appointment received last by the Registrar before the latest time for the receipt of proxies will take precedence. You are advised to read the terms and conditions of use carefully. Electronic communication facilities are open to all shareholders and those who use them will not be disadvantaged.

In order to revoke a proxy instruction, you will need to inform the Registrar. If you attempt to revoke your proxy appointment but the revocation is received after 10.30 am on Tuesday 14 May 2024, your proxy will remain valid. If you submit more than one valid proxy appointment in respect of the same Ordinary Shares, the appointment received last before the latest time for receipt of proxies will take precedence.

CREST - Regulation 41 of the Uncertificated Securities Regulations 2001

Pursuant to Regulation 41 of the Uncertificated Securities Regulations 2001, the Company specifies that only those shareholders registered in the register of members of the Company as at close of business on 16 May 2023 shall be entitled to attend or vote at the AGM in respect of the number of shares registered in their name at that time or, if the Meeting is adjourned, to the Register of Members of the Company at close of business on the day which is two days before the day of any adjourned meeting. Changes to entries on the register of members of the Company after that time will be disregarded in determining the rights of any person to attend or vote at the AGM.

CREST members who wish to appoint a proxy or proxies through the CREST electronic proxy appointment service may do so for the Meeting (and any adjournment of the Meeting) by using the procedures described in the CREST Manual (available from www.euroclear.com/site/public/EUI). CREST personal members or other CREST sponsored members, and those CREST members who have appointed a service provider(s), should refer to their CREST sponsor or voting service provider(s), who will be able to take the appropriate action on their behalf.

In order for a proxy appointment or instruction made by means of CREST to be valid, the appropriate CREST message (a CREST Proxy Instruction) must be properly authenticated in accordance with Euroclear UK & Ireland Limited's specifications and must contain the information required for such instructions, as described in the CREST Manual.

The message must be transmitted so as to be received by the issuer's agent (ID RA10) **by 10.30 am on 14 May 2024**. For this purpose, the time of receipt will be taken to mean the time (as determined by the timestamp applied to the message by the CREST application host) from which the issuer's agent is able to retrieve the message by enquiry to CREST in the manner prescribed by CREST. After this time, any change of instructions to proxies appointed through CREST should be communicated to the appointee through other means.

CREST members and, where applicable, their CREST sponsors or voting service providers should note that Euroclear UK & Ireland Limited does not make available special procedures in CREST for any particular message. Normal system timings and limitations will, therefore, apply in relation to the input of CREST Proxy Instructions. It is the responsibility of the CREST member concerned to take (or, if the CREST member is a CREST personal member, or sponsored member, or has appointed a voting service provider(s), to procure that his CREST sponsor or voting service provider(s) take(s)) such action as shall be necessary to ensure that a message is transmitted by means of the CREST system by any particular time. In this connection, CREST members and, where applicable, their CREST sponsors or voting system providers are referred, in particular, to those sections of the CREST Manual concerning practical limitations of the CREST system and timings. The Company may treat as invalid a CREST Proxy Instruction in the circumstances set out in Regulation 35(5)(a) of the Uncertificated Securities Regulations 2001.

Voting

Your vote is important to us. Considering the attendance arrangements for the Meeting, shareholders are strongly recommended to register their votes in advance of the AGM by appointing the Chair of the AGM as proxy, with their voting instructions.

Voting at the AGM will be on a poll, reflecting the proxy voting instructions received, and the results announced to the London Stock Exchange and published on our website after the conclusion of the Meeting. Full instructions to lodge Shareholder votes should be received by our Registrar **no later than 10.30 am on 14 May 2024**.

You may vote:

- by logging on to www.signalshares.com and following the instructions; or
- if you are an institutional investor, by appointing a proxy electronically via the Proxymity platform. For further information regarding Proxymity, please go to **www.proxymity.io**; or
- by requesting a paper proxy form directly from the Registrars, Link Group by email at enquiries@linkgroup.co.uk, or on Tel. 0371 664 0391. Calls are charged at the standard geographic rate and will vary by provider. Calls outside the United Kingdom will be charged at the applicable international rate. Lines are open between 9.00 am to 5:30 pm, Monday to Friday excluding public holidays in England and Wales; or
- by utilising the CREST electronic proxy appointment service (for CREST members) using CREST ID RA10. For further details refer to the CREST manual.

In order for a proxy appointment to be valid please ensure that you have recorded proxy details with Link Group, Central Square, 29 Wellington Street, Leeds, LS1 4DL by 10.30 am on Tuesday 14 May 2024. This must be registered on **www.signalshares.com**.

A "vote withheld" option is available which enables you to withhold your vote on any resolution. It should be noted that a vote withheld is not a vote in law and will not be counted in the calculation of the proportion of votes "for" or "against" a resolution.

Live audiocast

We intend to hold a "hybrid" AGM with an appropriate quorum to transact the business of the Meeting alongside a live broadcast of the Meeting to shareholders. Accordingly, arrangements have been made for shareholders to fully participate in the business of the AGM as follows:

shareholders and their duly appointed representatives and/or proxies are invited to participate remotely via live audiocast, which can be accessed by logging onto the Lumi website (**<https://web.lumiagm.com>**).

In order to join the AGM electronically and ask questions via the platform, shareholders will need to connect to the following site: **<https://web.lumiagm.com>**. Lumi is available as a mobile web client, compatible with the latest browser versions of Chrome, Firefox, Edge and Safari and can be accessed using any web browser, on a PC or smartphone device.

Once you have accessed **<https://web.lumiagm.com>** from your web browser on a tablet or Computer, you will be asked to enter the Lumi Meeting ID which is **125-213-366**. To authenticate you as a shareholder, you will be prompted to enter your unique 11-digit Investor Code (IVC), including any leading zeros and PIN. Your PIN is the last 4 digits of your IVC.

Your IVC can be found on your share certificate. Signal Shares users (**www.signalshares.com**) will find this under 'Manage your account' when logged in to the Signal Shares portal. You can also obtain this by contacting Link Group, our Registrar, by calling +44 (0) 371 277 1020. Link's lines are open from 9.00 a.m. to 5.30 p.m. Monday to Friday. Such calls are charged at the standard geographic rate and will vary by provider. Calls outside the UK will be charged at the applicable international rate.

Access to the Meeting will be available from 10.00 am on Thursday 16 May 2024, although the voting functionality will not be enabled until the Chair of the meeting declares the poll open. During the Meeting, you must be connected to the internet at all times in order to vote when the Chair commences polling on the Resolutions. Therefore, please ensure that your internet connection will not be interrupted for the duration of the AGM. A user guide to the App and Website is available on our website at: **www.tymanplc.com**.

If you wish to appoint a proxy other than the Chair of the meeting and for them to attend the virtual Meeting on your

behalf, please submit your proxy appointment in the usual way before contacting Link Group on +44 (0) 371 277 1020* in order to obtain their IVC and PIN. It is suggested that you do this as soon as possible and at least 48 hours (excluding non-business days) before the Meeting.

If your shares are held within a nominee and you wish to attend the electronic Meeting, you will need to contact your nominee as soon as possible. Your nominee will need to present a corporate letter of representation to Link Group, our registrar, as soon as possible and at least 72 hours (excluding non-business days) before the Meeting, in order that they can obtain for you your unique IVC and PIN to enable you to attend the electronic Meeting.

Questions

Shareholder engagement is important to us, and the Board recognizes that the AGM should be a significant opportunity to meet with and address concerns raised by our shareholders, both formally and informally after the Meeting.

If you have any questions, including questions that you would like to put to the Directors in connection with any matters to be considered at the AGM, please email those questions in advance to **cosec@tymanplc.com**, **no later than 5.00 pm on 9 May 2024**. This will allow us to answer those questions prior to the proxy appointment deadline, enabling a fully informed vote. For pre-registered questions, we aim to publish the answers (if the Board so determines, and subject to any regulatory restrictions) on our website **www.tymanplc.com** by 16 May 2024. Please include your Shareholder reference and full name in your email.

Alternatively, you may also submit questions immediately before and during the Meeting via **web.lumiagm.com**. Where it is not possible to answer any of the questions submitted prior to and during the AGM (for example, because of time constraints), the Directors will endeavour, where appropriate, to answer such questions by publishing thematic responses on the Company's website **www.tymanplc.com** as soon as practicable following the AGM.

Documents for inspection

The Directors' letters of appointment or service contracts and the current articles of association will be made available to shareholders for inspection during normal business hours on any business day (English public holidays excepted) from the date of this Notice at the Company's registered office and at the place of the AGM for at least 15 minutes prior to, and during, the AGM.

As at 20 March 2024 (being the latest practicable business day prior to the publication of this Notice), the Company's ordinary issued share capital consists of 196,762,059 Ordinary Shares of 5 pence each. Of these 439,810 are held in treasury, which represents 0.22% of the total issued Ordinary Shares (excluding treasury shares). Therefore, the total number of Ordinary Shares with voting rights is 196,322,249 as at 20 March 2024.

Under Section 527 of the Companies Act 2006, shareholders meeting the threshold requirements set out in that section have the right to require the Company to publish on a website a statement setting out any matter relating to: (i) the audit of the Company's financial statements (including the Auditors' Report and the conduct of the audit) that are to be laid before the Meeting; or (ii) any circumstances connected with an Auditors of the Company ceasing to hold office since the previous meeting at which annual financial statements and reports were laid in accordance with Section 437 of the Companies Act 2006 (in each case) that the shareholders propose to raise at the relevant meeting. The Company may not require the shareholders requesting any such website publication to pay its expenses in complying with Sections 527 or 528 of the Companies Act 2006. Where the Company is required to place a statement on a website under Section 527 of the Companies Act 2006, it must forward the statement to the Company's Auditors not later than the time when it makes the statement available on the website. The business which may be dealt with at the Meeting for the relevant financial year includes any statement that the Company has been required under Section 527 of the Companies Act 2006 to publish on a website.



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