



ST. JAMES'S PLACE PLC

27 At. James's Place, London, SW1A 1NR
Telephone 020 7493 8111 Facsimile 202 7493 2382

Section 430(2B) Companies Act 2006 Statement

As we announced on 8 October 2018, David Lamb has decided to step down from the Board and from the position of Managing Director, Investments, effective 26 February 2019. The information below is required under section 430(2B) of the Companies Act 2006.

Following his retirement from the Board, Mr Lamb is continuing as an employee of the Company. He will Chair the Investment Committee, the Manager Monitoring Committee and the Investment Consultants Committee. Further, he will continue to undertake Manager visits and support Robert Gardner's transition into the Director of Investments role. This will enable the Company to continue to benefit from Mr Lamb's considerable experience in financial services including 27 years as an Executive with the Group.

In this new role, Mr Lamb will receive a total remuneration package of £200,000 per annum (which includes basic salary and the monetary value of any Company fringe benefits). He will cease to be eligible for annual bonus, long-term incentive (Performance Share Plan (PSP)) awards or pension allowance.

Mr Lamb remains eligible for an annual bonus in respect of the 2018 financial year, subject to the usual performance conditions under the bonus plan; half of the bonus will be deferred into shares in accordance with the Policy. He will not receive a PSP grant in 2019.

In accordance with the relevant plan rules, he will retain the deferred bonuses he holds which are 27,294 shares (in respect of the 2015 Deferred Bonus Scheme Award), 24,344 shares (in respect of the 2016 Deferred Bonus Scheme Award), 23,930 shares (in respect of the 2017 Deferred Bonus Scheme Award) and a number of shares to be determined (in respect of the 2018 Deferred Bonus Scheme Award). He will also retain (in accordance with the plan rules) the PSP awards he holds which are 73,874 shares (in respect of the 2016 PSP Award), 71,405 shares (in respect of the 2017 PSP Award) and 69,890 shares (in respect of the 2018 PSP Award). These awards remain subject to existing vesting dates, performance conditions (PSP) and post-vesting holding requirements (PSP).

26 February 2019