

Javed Ahmed ceased to be an Executive Director of Tate & Lyle PLC on 1 April 2018

The following information relates to Javed Ahmed who ceased to be an executive director and employee of Tate & Lyle PLC on 1 April 2018, and is provided in accordance with section 430(2B) of the Companies Act 2006:

- Mr Ahmed will receive payments in relation to salary and other benefits (including pension) to 1 April 2018, and a sum in lieu of any accrued but untaken holiday to 1 April 2018.
- Mr Ahmed will remain eligible to receive a bonus for 2017/18. The amount of bonus payable will be determined based on the Group’s full year performance, and will be paid at the normal time.
- Mr Ahmed’s outstanding nil-cost options under the Performance Share Plan (“PSP”) will remain capable of vesting on (or shortly following) the normal vesting dates, subject to Group performance, and will be prorated in accordance with the applicable Scheme rules.

As at the date of cessation, the PSP awards outstanding are:

Award	Number of shares under option granted	Performance period ends
PSP 2015	292,595	31 March 2018
PSP 2016	374,124	31 March 2019
PSP 2017	298,875	31 March 2020

To the extent PSP options vest, they will be exercisable for six months and be subject to clawback in accordance with the applicable Scheme rules.

- Mr Ahmed’s outstanding nil-cost options under the Discretionary Group Bonus Plan (“GBP”), which relate to historic performance, will remain capable of vesting (together with dividend equivalent entitlements) in accordance with the applicable Scheme rules.

Award	Number of shares under option capable of vesting (excluding dividend equivalents)
GBP 2016	42,742
GBP 2017	39,850

- Mr Ahmed’s outstanding options under the Sharesave Plan over 5,941 shares (at an exercise price of £5.10) are exercisable until 30 September 2018 to the extent of savings made up to the date of exercise in accordance with the Plan rules.

Full details of Mr Ahmed’s remuneration arrangements will be disclosed in the 2018 Annual Report, to be published in June 2018, and in annual reports for subsequent years as appropriate.