

## **Spirent Communications plc**

### **Companies Act 2006 Section 430(2B) Statement: Rachel Whiting**

As previously announced, Rachel Whiting stepped down from the Board of Spirent Communications plc on 4 May 2016, and left the Group on 6 September 2016 (the “Leaving Date”).

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

All payments are in line with the Company’s stated Remuneration Policy for a “Good Leaver” as published in the 2015 and 2016 Annual Reports and approved by shareholders that the 2016 Annual General Meeting.

#### **Salary and benefits**

Mrs Whiting received her 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**

Mrs Whiting remained eligible for the Annual Cash Incentive for the 2016 financial year, pro rated for time served and subject to performance over this period and as determined and approved in the normal manner by the Remuneration Committee. This resulted in a payout of £27,804.

Further details on the Annual cash incentive are available in the Report on Directors’ Remuneration in the 2016 Annual Report.

#### **Share incentives**

Mrs Whiting did not receive any awards under the Company’s share incentive plan in 2016.

Awards which were outstanding at the Leaving Date had their performance conditions tested at that date, with the results being pro rated for the completed portion of the performance period.

Both of Mrs Whiting’s outstanding awards failed their performance condition tests and vested at 0%, lapsing at the Leaving Date.

Further details on the share incentive awards are available in the Report on Directors’ Remuneration in the 2016 Annual Report.

29 March 2017