

**14 November 2023**

**Spirent Communications plc ("Spirent" or the "Company")**

**Update on Annual General Meeting 2023 Remuneration Report vote**

At Spirent's Annual General Meeting ("AGM") held on 4 May 2023, 69.78% of votes were received in favour of Resolution 2, the advisory vote to approve the Directors' Report on Remuneration. The Directors' Report on Remuneration is set out on pages 83 to 110 of Spirent's 2022 Annual Report and Accounts.

The UK Corporate Governance Code requires that companies provide an update to the market within six months of an AGM where more than 20% of shareholders have voted against a resolution. This statement provides an update on the actions that have been taken by the Company.

During late 2022 and early 2023, the Chair of the Remuneration Committee (the "Committee") consulted with shareholders on the proposal to increase the base salary of the CEO to recognise his consistently high performance and his development in role and to ensure that the Company is able to offer a remuneration package which is both motivating and rewarding - particularly in the context of a US-based executive running the business from the US, a market which represents the majority of the Company's operations and sales. The salary increase was in line with the terms of the Directors' Remuneration Policy to take into account the experience of the individual, and their progression and performance, as well as the market in which they perform their role. There was clear support for this change amongst the majority of shareholders who responded to the consultation. Many shareholders acknowledged that the Committee's proposal was mindful and respectful of the level of pay in the UK environment, even though the CEO is based in the US. Although the resolution passed, a meaningful proportion of shareholders felt unable to support the proposals.

Since the AGM, the Committee has commenced engagement with shareholders to discuss the AGM outcome and the Company's future approach to executive remuneration. The current Directors' Remuneration Policy is due for renewal at the 2024 AGM and so the feedback from this consultation will inform both the future remuneration policy and its implementation. Further consultation over the proposals will take place ahead of the 2024 AGM. Full details of the feedback received and any changes in response to this will be disclosed in the 2023 Report on Directors' Remuneration.

Approved by the Remuneration Committee  
**9 November 2023**