

30 January 2019

TP ICAP PLC (the “Company”)

JOHN PHIZACKERLEY: SECTION 430(2B) COMPANIES ACT 2006 DISCLOSURE

As announced on 10 July 2018, John Phizackerley stood down as a director of the Company with immediate effect and his employment ceased on 9 July 2018. Mr Phizackerley had a six-month notice period which the Company discharged through a Pay in Lieu of Notice schedule of payments.

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

All payments made are in line with the Company’s stated Directors’ Remuneration Policy (published in the 2017 Annual Report) and approved by the shareholders at the Annual General Meeting in May 2017.

Salary and Accrued entitlements

Mr Phizackerley was paid in respect of accrued salary and contractual benefits up to and including the 9 July 2018 the “Termination Date”.

PILON (Payment in Lieu of Notice)

Mr Phizackerley was paid the sum of £310,000 in lieu of salary and £11,245 in lieu of the contractual benefits he would have received during the 6-month contractual notice period. Payment in lieu of the salary was made in six equal instalments starting on 9 August 2018, with the final payment made on 7 January 2019. Payment in lieu of benefits was made with the first instalment of salary on 9 August 2018. All payments were made subject to deductions for income tax and national insurance contributions

Termination Payment

Mr Phizackerley was paid the sum of £90,000 by way of compensation for loss of employment and to mitigate any claims against the Company on 3 September 2018.

Other

The Company will contribute up to a maximum of £30,000 + VAT towards the cost of outplacement assistance for Mr Phizackerley. Mr Phizackerley continued to have access to his mentor at the Company’s expense through to 30 September 2018.

Full details of the above payments will be disclosed in the Directors’ Remuneration Report for the year ending 31 December 2018.