

Section 430(2B) - John Shipsey's Remuneration Arrangements

As detailed in RNS Number: 39251, John Shipsey will step down as Chief Financial Officer and as Director of Smiths Group plc (the 'Company') on 29 April 2022 but he remains an employee of the Company on his existing terms of employment until 31 July 2022. Mr Shipsey will be paid in lieu of notice for the unserved part of his 12-month notice period. The payment in lieu of notice will be made in monthly instalments to enable a reduction in the payments in the event that Mr Shipsey finds alternative employment prior to 14 April 2023.

Mr Shipsey will be entitled to an annual bonus for the 2021/22 financial year in the normal way. The amount of this bonus will be stated in the 2022 Directors' Remuneration Report with one-third being deferred into shares.

Share awards granted to Mr Shipsey under the Company's Long Term Incentive Plan ('LTIP') will be preserved in accordance with the good leaver provisions of the LTIP, subject to a time pro rating adjustment. Information relating to the vesting of shares under the LTIP will be updated in the relevant Directors' Remuneration Reports. In line with the Company's shareholding requirements, Mr Shipsey will be required to maintain his current Company shareholding until 31 July 2024.

The Company will make a contribution towards Mr Shipsey's legal fees of up to £13,000.