

IMPERIAL BRANDS PLC

MATTHEW PHILLIPS

SECTION 430(2B) STATEMENT IN ACCORDANCE WITH THE COMPANIES ACT 2006

Matthew Phillips stood down from the Board of the Company and the role of Chief Development Officer on 1 February 2020. He remained in employment until 31st January 2021. Matthew received or will receive the payments set out below (less any required tax withholding) in accordance with the Directors' Remuneration Policy:

- Base salary and contractual benefits including pension contributions paid in the normal way up to the end of January 2021 which was the end of his notice period.
- Repaid cash contributions made by him to the 2018 HMRC-approved SAYE Share Save plan amounting to £7,500.
- No bonus is payable for the financial year ending September 2020.
- All unvested LTIP awards have lapsed and all deferred bonus awards have now been released.
- Clawback provisions will remain in force.
- The costs of outplacement support up to a maximum of £60,000 plus VAT.
- A payment of £90,000 will be paid in full and final settlement of all claims in relation to his employment together with a reimbursement of legal fees of £1,500.

Some of these details are disclosed in the 2020 Directors' Remuneration Report and the full details of all payments made to and receivable by Matthew Phillips will be disclosed in the 2021 Directors' Remuneration Report.