6 November 2020

SIG Plc

Further Letter to Shareholders Amendment to the New Remuneration Policy 2020

Dear Shareholder,

Following further feedback from shareholders the Remuneration Committee (the “Committee”) of SIG Plc (the “Company) has decided to reduce the maximum level of award under the Restricted Share Plan to 125% of salary from 150%. This is in line with the Committee’s anticipation that the normal award will not be greater than 125% of salary (CEO) and 100% (CFO) as set out in the published Circular and Notice of Meeting (the “Notice”).

Yours faithfully

Andrew Allner & Kate Allum
Chairman and Chair of the Remuneration Committee

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