

SECTION 430(2B) COMPANIES ACT 2006 STATEMENT – PAUL COOPER

Following the announcement on 28 June 2019, Paul Cooper will step down as Group Chief Financial Officer and as a Director of Arrow Global on 09 August 2019. The following arrangements will apply in respect of Paul's remuneration. These arrangements comply with Arrow Global's remuneration policy, which was approved by shareholders in 2018.

Payments and Benefits

Up to 09 August 2019, Paul will will work with the incoming Group Chief Financial Officer to ensure a smooth transitional period and will be available to support the business. He will continue to receive his salary, pension allowance and other contractual benefits for that period.

Share Incentives

Under the rules of the Arrow Global Long-Term Incentive Plan ("**LTIP**"), Paul's 2018 and 2019 LTIP awards will lapse.

In accordance with the rules of the Arrow Deferred Bonus Share Plan ("**DBSP**"), Paul's 2019 DBSP award (granted in respect of his bonus earned for 2018) will lapse.

Upon joining Arrow in January 2018 Paul received buy-out awards as outlined in the 2017 Directors Remuneration Report. Clawback will apply to the awards that have vested in 2018 and 2019 and awards due to vest in 2020 and 2021 will lapse.

Paul's awards under the Arrow Share Incentive Plan will be treated in accordance with the terms of the respective plan rules.

Annual Bonus Payment

Paul does not qualify for consideration of a bonus payment for the 2019 financial year.

In accordance with Section 430 (2B) of the Companies Act 2006, the information contained in this document will be made available on the Company's website until the next directors' remuneration report is made available.

For further information, contact:

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