

De La Rue plc

Payments to Directors

Helen Willis

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

Further to the announcement on 24 January 2019, Helen Willis stepped down as Chief Financial Officer and as a director of De La Rue plc with immediate effect. The following arrangements will apply in respect of Helen's remuneration. These arrangements comply with De La Rue plc's remuneration policy, which was approved by shareholders in July 2017.

Helen will be placed on garden leave during her notice period. She will continue to receive her salary, pension and other contractual benefits for that period. If, during the notice period, De La Rue plc decide to terminate and pay in lieu of the unexpired period of notice, she will receive a payment in respect her salary and contractual benefits for her any unexpired period of notice, which may be paid in instalments and subject to mitigation in the event that Helen takes up a remunerated position elsewhere.

If Helen remains employed on 10 July 2020, in accordance with De La Rue plc's Annual Bonus Plan, the first tranche of the 2018/19 award made to Helen on 25 June 2019 (being 5,083 shares) will vest on 10 July 2020.

All other outstanding awards under De La Rue plc's Annual Bonus Plan and under the De La Rue plc LTIP will lapse.

No annual bonus payment will be due in respect of the 2019/2020 bonus year.