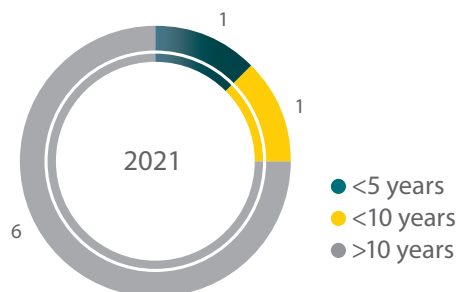


Board of directors

COMMITTEE KEY

(R) Remuneration Committee

TENURE



MIKE ALLCOCK
Chairman, Joint Group
Chief Executive

Appointment/Background:

Mike joined FW Thorpe Plc in 1984 as an apprentice working his way to Technical Director for Thorlux Lighting in 1998, taking responsibility for the Company's design programme. He was appointed Group Technical Director in 2001 and became Managing Director of Thorlux Lighting in 2003. Mike is a Chartered Electrical Engineer and a Fellow of the Institution of Engineering and Technology. He is passionate about developing innovative, high technology, market leading products. He became Joint Group Chief Executive of FW Thorpe in 2010 and Chairman in July 2017.

Key Areas of Expertise/ Responsibility:

Lighting & Controls Technology, Product Design/Management, Industry Knowledge, Marketing, Strategy



CRAIG MUNCASTER
Joint Group Chief
Executive, Group Financial
Director and Company
Secretary

Appointment/Background:

After graduating in Business Administration, Craig qualified as a Chartered Management Accountant in 2000. He has spent time in the manufacturing and engineering sectors, previously as UK Financial Director for Durr, which included a number of overseas ventures and projects for the wider Group. He joined FW Thorpe in 2010 and was appointed Joint Group Chief Executive in July 2017.

Key Areas of Expertise/ Responsibility:

Financial Management, Commercial/Legal Risk, Investor Relations, Mergers & Acquisitions, Company Secretarial



JAMES THORPE
Business Development
Director, Thorlux
Lighting

Appointment/Background:

James graduated from Swansea University with a BSc in 2000. He spent 13 years in the IT industry, involved in a variety of public and private sector contracts before joining FW Thorpe in 2013. During his time as Business Development Manager at Thorlux, he has been responsible for securing a number of high profile projects which have contributed to the growth of revenue derived from the healthcare sector. James is the great grandson of the Company founder and was appointed as a director in July 2017.

Key Areas of Expertise/ Responsibility:

Sales & Marketing, Business Development, Digital Marketing



DAVID TAYLOR
Managing Director,
Philip Payne

Appointment/Background:

David joined FW Thorpe in 1978 and on completion of a commercial apprenticeship leading to an HNC in Business Studies he worked in various roles at Thorlux Lighting and elsewhere within the Group. In 1996, he became Managing Director of Philip Payne Limited.

Key Areas of Expertise/ Responsibility:

Manufacturing, Business Management, Financial Management, Industry Knowledge

INDEPENDENT AUDITORS

PricewaterhouseCoopers LLP
Central Business Exchange
Midsummer Boulevard
Central Milton Keynes
MK9 2DF

BANKERS

Lloyds
Church Green East
Redditch
Worcestershire
B98 8BZ

SOLICITORS

Keystone Law
48 Chancery Lane
London
WC2A 1JF

Pinsent Masons LLP
19 Cornwall Street
Birmingham
B3 2FF

NOMINATED ADVISER

N+1 Singer
12 Smithfield Street
London
EC1A 9BD

REGISTRARS

Equiniti
Aspect House
Spencer Road
Lancing
BN99 6DA

REGISTERED OFFICE

Merse Road
North Moons Moat
Redditch
Worcestershire
B98 9HH

REGISTERED NO

FW Thorpe Plc is registered in
England and Wales No. 317886



ANDREW THORPE
Non-Executive Director



PETER MASON
Non-Executive Director



IAN THORPE
Non-Executive Director



TONY COOPER
Non-Executive Director

Appointment/Background:

Andrew is the grandson of the Company founder, Frederick William Thorpe. After serving an apprenticeship with the Company, he has worked in various parts of the business, leading to the positions of Export Sales Director, Manufacturing Director and then Managing Director of Thorlux Lighting. In 2000, he became Joint Group Chief Executive and in 2003 Group Chairman, positions he held until July 2017. In July 2019 Andrew became a non-executive director and member of the remuneration committee.

Key Areas of Expertise/Responsibility:

Manufacturing, Product Design/Management, Sales & Marketing, Industry Knowledge, Strategy, Governance

Appointment/Background:

After studying Electrical Engineering at Aberdeen University, Peter qualified as a Chartered Accountant with Price Waterhouse in 1976. He spent time with Planet Group and TI Group before joining FW Thorpe in 1987 as Finance Director. He became Joint Chief Executive in July 2000. In June 2010 he became a non-executive director and Chairman of the remuneration committee following the appointment of his successor.

Key Areas of Expertise/Responsibility:

Financial Management, Governance, Company Secretarial, Industry Knowledge

Appointment/Background:

Ian, grandson of the Company founder, was Manufacturing Director of Thorlux Lighting from 1978 until 1993 when he became Personnel Director. He became a non-executive director on 1 October 1997 and is a member of the remuneration committee.

Key Areas of Expertise/Responsibility:

Manufacturing, Human Resources, Governance, Industry Knowledge

Appointment/Background:

Tony graduated from Loughborough University with a B.Tech in Production Engineering and Management in 1984 and became a Chartered Engineer in 1988. He worked in various manufacturing industries, including Mars Electronics and Thomas & Betts, before joining Thorlux Lighting as Manufacturing Director in 1998. Tony became a non-executive director in April 2020.

Key Areas of Expertise/Responsibility:

Manufacturing, Business Management, Industry Knowledge, Project Management