



Synthomer plc
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Dato' Lee Hau Hian

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28 April 2022

Dear Lee Hau Hian

I am pleased that you were re-appointed as a non-executive director by the Board of Synthomer plc ("the Company") and its shareholders today.

I confirm your re-appointment until the close of the 2023 Annual General Meeting at an annual fee of £44,805 and otherwise on the terms of your appointment later dated 24 September 2014.

Yours sincerely

A handwritten signature in black ink that reads "C A Johnstone". The signature is written in a cursive style with a horizontal line underneath.

C A Johnstone
Chair

The logo for Synthomer, featuring the word "synthomer" in a lowercase, sans-serif font. To the right of the text is a stylized graphic element consisting of horizontal lines of varying lengths, creating a sense of depth and movement.

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24 September 2014

Dato' Lee Hau Hian

Dear Hau Hian

I am pleased that you were re-appointed as a non-executive director by the Board of Synthomer plc ("the Company") with effect from 4 September 2014.

1. Appointment

I am writing to set out the terms on which your re-appointment as a non-executive director of the Company will operate. It is the Company's policy to comply, wherever reasonably practicable, with the UK Corporate Governance Code published in September 2012 and related guidance and good practice suggestions ("the Code"). To that end, if there are subsequent revisions to the Code, or if any other code or report dealing with corporate governance is issued, we would wish to discuss appropriate revision to the terms and conditions of your appointment.

2. Duties, responsibilities and time commitment

As a non-executive director, you should bring an independent and objective judgement to bear on issues of strategy, performance and resources of the Company, including key appointments and standards of conduct.

You should attend all Board meetings of the Company and the Annual General Meeting. As you are aware the Board has six scheduled meetings a year, normally in Harlow.

Generally, you will receive an agenda, together with relevant supporting papers, at least five days before each Board meeting. However, from time to time, it may be necessary to hold meetings at short notice, where attendance may be by telephone conference. You will be entitled to full access to all Board papers and accompanying documentation and are free to question any executive decision of the Company. Should you at any time require further information please contact the Company Secretary or myself. If at any time you feel you are not being fully informed as to the Company's affairs you should let me know immediately.

The agreement of the Chairman should be sought before accepting other external commitments that might impact on the time you are able to devote to your role as a non-executive director of the Company. In normal circumstances we would expect a minimum time commitment of 20 days per annum from you in connection with the Company's business.

3. Term

Your appointment is subject to the provisions of the Company's Articles of Association and the Code dealing with appointment, retirement, disqualification and re-election of directors.

The Board reserves the right to terminate your appointment without payment of compensation by written notice if you accept a position with or acquire interests in another company, without prior approval of the Board, which in the Board's reasonable opinion, is likely to give rise to material conflict of interest with your position as a director of the Company. If any conflict with your duties as a director does arise you should consult the Board immediately.

Otherwise, your appointment will terminate at the close of the 2015 Annual General Meeting of the Company, unless it is renewed or extended for a further period if both you and the Board agree.

4. Remuneration

During the term of your appointment you will be paid the fee for a non-independent non-executive director decided by the Board. Non-independent non-executive directors who do not sit on a Committee currently receive an annual fee of £40,000 accruing on a daily basis and payable monthly in arrears.

Office as a non-executive director is not pensionable. You will not be entitled to participate in the Company's share option scheme or any other of its employee benefits.

5. Expenses

The Company shall reimburse you with the cost of all reasonable out-of-pocket expenses incurred by you on the Company's business.

6. Confidentiality

During the course of your appointment, you are likely to obtain knowledge of confidential information with regard to the business and financial affairs of the Company and its subsidiary undertakings, details of which are not in the public domain ("Confidential Information") and accordingly you undertake to and covenant with the Company to keep such Confidential Information secret and to use or disclose such Confidential Information only in the proper performance of your duties or as required by law or regulation. After termination of your appointment for any reason, you undertake neither to use nor disclose such Confidential Information to any third party. This undertaking applies without limit of time but ceases to apply to information which comes into the public domain (other than as a result of disclosure by yourself).

When you cease to be a director you will deliver up to the Company all documents and information or other property belonging to the Company and its subsidiaries as the Company may require and will not retain copies.

7. Share dealings

Whilst the Company's Articles of Association do not require directors to hold qualification shares, the Board welcomes investment by directors in shares in the Company. As you would expect, any dealings by you in the Company's shares must be subject to the restrictions imposed by law and the Model Code for Directors' Dealings in Securities issued by the UK Listing Authority and the Takeover Code (as each is amended from time to time). From time to time restrictions may also apply to dealing in the shares of other companies. The Company Secretary will provide you with details of the restrictions, the close periods applicable to the Company and the procedures to be followed by directors prior to their dealing in the Company's shares.

8. Insurance

The Company maintains directors' and officers' liability insurance which is determined by the Board in its absolute discretion and details of this are available from the Company Secretary.

9. Professional advisors

Should you in furtherance of your duties as a director, require professional advice on the affairs of the Company, you may consult the Company's usual

professional advisors at the Company's expense. The Company's principal advisors are:

Joint Stockbrokers
Auditors
Solicitors
Insurance brokers

Cannaccord Genuity and Barclays
PricewaterhouseCoopers LLP
Herbert Smith
Aon Limited

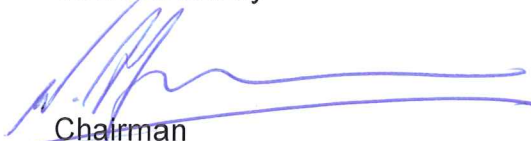
This does not apply to advice on your personal position. Arrangements to consult the Company's advisors must be made through the Company Secretary or, in cases of confidentiality, through me. The Company Secretary is instructed to restrict directors' access to the advisors only so far as necessary for the good management of resources and not to refuse requests for advice without reference to me.

If for an overriding reason of confidentiality or conflict of interest you need such advice from a professional advisor other than the Company's usual advisors and you consider you cannot raise the matter with me, you may consult an independent advisor at your own expense, and provided you have acted reasonably, you may reclaim the cost as expenses.

10. Notices

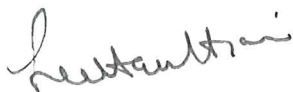
Any notice shall be deemed to have been duly served if delivered by hand when left at the address for service or if sent by prepaid first class post 2 days after posting. The Company's address for service shall be the Company's registered office address for the time being and your address for service shall be your address as set out in this letter or subsequently notified to the Company.

Yours sincerely



Chairman
for and on behalf of Synthomer plc

I hereby accept my re-appointment as a non-executive director of the Company on the terms set out in the above letter.



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Date 9 October 2014