

Cable & Wireless Communications Plc

Board Change

Further to the announcement of 31 March 2015, when Cable & Wireless Communications Plc (the “Company”) confirmed that Nick Cooper resigned as a director from 31 March 2015, the following information is provided in accordance with section 430(2B) of the Companies Act 2006.

Nick Cooper has continued to be employed by the Company.

Notice Period Payment:

It has now been decided that Nick Cooper will cease to be employed by the Company and all group companies on 31 May 2015. Nick Cooper will receive £187,500 which represents 50% of his notice period payment payable at the end of May 2015. The remaining 50% will be split and paid on a monthly basis subject to mitigation over the course of the six month period following the initial payment. These amounts are calculated using his salary of £375,000 pa.

Benefits

The healthcare and life cover benefits only will be subject to mitigation continue for 6 months post Nick Cooper’s departure. **The Company’s Share Plan Awards:**

1. Deferred Bonus Plan – shares and accrued dividends which are being held under the Deferred Bonus Plan will be released to Nick Cooper at the earliest opportunity after his departure.
2. Performance Share Plan – The award made in January 2013 has been approved by the Remuneration Committee as having fully met the performance targets for all awards under the terms of the Plan, and will be released to Nick Cooper along with any associated reinvested dividends at the earliest opportunity after his departure. The award granted in May 2013 will only vest to the extent that the performance conditions are met in the 2015/16 financial year.

Annual Bonus Outturn for FY14/15

Nick Cooper was eligible to receive a bonus of up to 300% of salary for the financial year 2014/15. The Committee determined that he has earned 84.8% of this and so will receive a payment of £954,375 at the end of May 2015.

Nick Cooper will not be eligible for any further share awards by the Company or for a bonus for the 2015/16 financial year.