

Implementation of New LTIP

FRENKEL TOPPING GROUP PLC

Released 07:00:05 19 March 2021

RNS Number : 7903S
Frenkel Topping Group PLC
19 March 2021

THIS ANNOUNCEMENT CONTAINS INSIDE INFORMATION

Frenkel Topping Group plc
("Frenkel Topping" or the "Company")

Implementation of New Long-Term Incentive Plan

Frenkel Topping (AIM: FEN), a specialist independent financial advisor and asset manager focused on asset protection for vulnerable clients, announces that upon the recommendation of the Company's Remuneration Committee, it has approved the implementation of a new long-term incentive plan ("LTIP") designed to incentivise the Company's Executive Directors and members of the Senior Management team (the "Participants").

The LTIP, has been established to encourage long-term value creation for Frenkel Topping's shareholders and to align the interests of the Participants with shareholders. Awards under the LTIP take the form of options (the "Options") over the Company's ordinary shares of 0.5 pence each ("Ordinary Shares") which, in respect of the Directors, are exercisable from the 3rd anniversary of the date of grant.

Frenkel Topping's Remuneration Committee believes that the implementation of the LTIP will incentivise the Participants and will also help the Company to attract and retain talented individuals in the future.

Further details of the LTIP

The setting of LTIP key performance indicators (KPI) takes into consideration the overarching aims of the Company and its shareholders. It also considers the ability for the Directors to be rewarded against a wider range of KPIs via the annual bonus scheme.

It was agreed by the Remuneration Committee that the vesting criteria be weighted 75% to share price performance, 12.5% to AuM growth and 12.5% successful business integration.

Initial grants under the LTIP

As per the table below, a total of 5,000,000 Options have been granted to Directors of Frenkel Topping. Grants to senior management will be made in due course.

Director	Position	Options Granted	Exercise Price	Total Options held
Richard Fraser	CEO	2,000,000	0.5p	3,000,000
Elaine Cullen Grant	CFO	1,500,000	0.5p	1,500,000
Mark Holt	COO	1,500,000	0.5p	2,333,501

It is expected that Ordinary Shares issued to satisfy the exercise of Options will be made from the Company's Employee Benefit Trust and therefore the exercise of Options will not have a dilutive impact on the issued share capital of the Company.

For further information:

Frenkel Topping Group plc

Richard Fraser, Chief Executive Officer

www.frenkeltopping.co.uk

Tel: 0161 886 8000

finnCap Ltd

Carl Holmes/Giles Rolls (Corporate Finance)

Tim Redfern / Richard Chambers (ECM)

Tel: 020 7220 0500

About Frenkel Topping Group:

The financial services firm consists of Frenkel Topping Limited, Ascencia Investment Management, Obiter Wealth Management, Equatas Accountants, Forth Associates, A & M Bacon Limited and Partners in Costs Limited.

The group of companies specialises in providing financial advice and asset protection services to clients at times of financial vulnerability, with particular expertise in the field of personal injury and clinical negligence.

With more than 30 years' experience in the industry, Frenkel Topping has earned a reputation for commercial astuteness underpinned by a strong moral obligation to its clients, employees and wider society, with a continued focus on its Environmental, Social and Governance (ESG) impact.

Through its core business, Frenkel Topping Limited, the firm supports litigators pre-settlement in achieving maximum damages, by providing expert witness services, and post-settlement to achieve the best long-term financial outcomes for clients after injury. It boasts a client retention rate of 99%.

The Group's discretionary fund manager, Ascencia, provides financial portfolios for clients in unique circumstances. In recent years Ascencia has diversified its portfolios to include a Sharia-law-compliant portfolio and a number of ESG portfolios in response to increased interest in socially responsible investing (SRI).

Obiter provides a generalist wealth management service - including advice on Savings and Investments; Tax planning; Life Insurance; Critical Illness and Income protection; Endowment advice and Keyman Insurance, with a particular specialism in financial advice on pensions and pension sharing orders for the clients of divorce and family lawyers. Obiter applies the same core principles of honesty, transparency, responsibility and reliability to individuals, regardless of background or situation.

In 2019, Frenkel Topping launched its accountancy arm, Equatas, to assist clients with tax planning and move closer to providing a full end-to-end service under the Group brand, improving the experience for clients and maintaining the Group's standards throughout the client journey.

In 2020 Frenkel Topping acquired Forth Associates, a specialist forensic accounting services business which assists in financial and legal disputes. The acquisition makes Frenkel Topping the largest independent provider of financial expert witness reports to the claimant marketplace.

In 2021 Frenkel Topping acquired A & M Bacon Limited a leading costs specialist in local government and Court of Protection, and Partners in Costs Limited who specialise in civil litigation claims, including personal injury (ranging from catastrophic injury to clinical negligence), professional negligence, commercial claims and court of protection costs.

For more information visit: www.frenkeltoppinggroup.co.uk

1.	Details of the person discharging managerial responsibilities / person closely associated			
a)	Name	1. Richard Fraser 2. Elaine Cullen-Grant 3. Mark Holt		
2.	Reason for the Notification			
a)	Position/status	1. CEO 2. CFO 3. COO		
b)	Initial notification/Amendment	Initial notification		
3.	Details of the issuer, emission allowance market participant, auction platform, auctioneer or auction monitor			
a)	Name	Frenkel Topping Group plc		
b)	LEI	213800I5L3K7AT7A4R20		
4.	Details of the transaction(s): section to be repeated for (i) each type of instrument; (ii) each type of transaction; (iii) each date; and (iv) each place where transactions have been conducted			
a)	Description of the Financial instrument, type of instrument	Options over Ordinary Shares of 0.5 pence per share		
	Identification code	GB00B01YXQ71		
b)	Nature of the transaction	Grant of Options		
c)	Price(s) and volume(s)	Name	Volume(s)	Price (pence)
		Richard Fraser	2,000,000	0.5
		Elaine Cullen Grant	1,500,000	0.5
		Mark Holt	1,500,000	0.5
d)	Aggregated information: <ul style="list-style-type: none"> • <input type="checkbox"/> Aggregated volume • <input type="checkbox"/> Price 	As above		
e)	Date of the transaction	18 March 2021		
f)	Place of the transaction	Outside of trading venue		

This information is provided by RNS, the news service of the London Stock Exchange. RNS is approved by the Financial Conduct Authority to act as a Primary Information Provider in the United Kingdom. Terms and conditions relating to the use and distribution of this information may apply. For further information, please contact rns@lseg.com or visit www.rns.com.

RNS may use your IP address to confirm compliance with the terms and conditions, to analyse how you engage with the information contained in this communication, and to share such analysis on an anonymised basis with others as part of our commercial services. For further information about how RNS and the London Stock Exchange use the personal data you provide us, please see our [Privacy Policy](#).

END