

## GLOSSARY

\$, US dollar, cents, c	US dollar (\$) and cents, the currency of the US
£, sterling, pence, p	Pound sterling (£) and pence, the currency of the UK
Euro	The currency of certain member states of the European Union
ABIP	The Tomkins Annual Bonus Incentive Plan (a variable compensation plan for management)
accident rate	The number of reportable incidents per 100 workers over a period of one year
Adjusted earnings per share	See 'Explanation of key performance measures' on page 152
Adjusted operating profit	See 'Explanation of key performance measures' on page 151
Adjusted operating margin	See 'Explanation of key performance measures' on page 151
ADR	American Depositary Receipt, a negotiable certificate evidencing an ADS
ADS	American Depositary Share (representing four ordinary shares) held by the Depository
AGM	Annual General Meeting
Articles	The current Memorandum and Articles of Association of Tomkins plc
Average operating working capital as a percentage of sales	See 'Explanation of key performance measures' on page 153
the Board	The Board of Directors of Tomkins plc
The Case-Shiller Index	A monthly house prices index calculated from data on repeat sales of single family homes in the US
Cash conversion	See 'Explanation of key performance measures' on page 152
CGU	Cash-generating unit
the Code	The US Internal Revenue Code of 1986, as amended
the Combined Code	The Combined Code on Corporate Governance issued by the UK Financial Reporting Council in June 2006
Companies Act 1985	The Companies Act of England and Wales 1985, as amended
Companies Act 2006	The Companies Act of England and Wales 2006
the Company	Tomkins plc
CSM	Database of automotive information and analysis prepared by CSM Worldwide, a provider of automotive market forecasting services and strategic advisory solutions to automotive manufacturers, suppliers and financial organisations
CSR	Corporate Social Responsibility
Deferred Award Shares	Deferred award shares acquired under the ABIP or the IBP
deferred shares	The deferred shares of £1 each in the capital of the Company, created pursuant to Resolution 16 at the Company's AGM on 1 May 2008 and cancelled on 16 December 2009
Depository	JPMorgan Chase Bank, N.A
Detroit Three	General Motors, Ford and Chrysler, automotive OEMs
Director	A director of Tomkins plc
EMTN Programme	The Euro Medium Term Note Programme
EPS	Earnings Per Share
ESOP	Employee Share Ownership Plan
ESOS 3 and ESOS 4	The Tomkins Executive Share Option Scheme No. 3 and the Tomkins Executive Share Option Scheme No. 4, which both lapsed for grant purposes in 2005
the Estate and Gift Tax Convention	The convention between the US and the UK for the avoidance of double taxation and the prevention of fiscal evasion with respect to taxes on estates of deceased persons and on gifts
the Exchange Act	US Securities Exchange Act of 1934
Free cash flow	See 'Explanation of key performance measures' on page 153

**GLOSSARY (CONTINUED)**

Gates	The businesses and operations of the Gates Corporation, a subsidiary of the Company
Gates E&S	Gates Engineering & Services
the Group	The Company together with its subsidiaries
H1	The first half of a financial year
H2	The second half of a financial year
HSE	Health, safety and the environment
HVAC	Heating, Ventilation and Air Conditioning
I&A	Industrial & Automotive
IASB	International Accounting Standards Board
IBP	Interim Bonus Plan
Ideal	The business and operations of Epicor Industries Inc, a subsidiary of the Company, trading as Ideal
IFRIC	International Financial Reporting Interpretations Committee
IFRS	International Financial Reporting Standards
Independent auditors	Deloitte LLP
ISIN	International Securities Identification Number
LEED	Leadership in Energy and Environmental Design
NAHB	National Association of Homebuilders, a trade association of the residential construction industry and related activities in the US
NAPA	National Automotive Parts Association, a co-operative that distributes automotive parts to retail outlets principally in the US
Net capital expenditure: depreciation	See 'Explanation of key performance measures' on page 153
Net debt	See 'Explanation of key performance measures' on page 153
New Articles	The proposed Memorandum and Articles of Association of Tomkins plc that will come into effect following the Company's AGM on 1 June 2010 subject to shareholder approval
Non-GAAP measure	A measure of historical or future financial performance, financial position or cash flows which is adjusted to exclude or include amounts that would not be so adjusted in the most comparable measure prescribed by IFRS
NYSE	The New York Stock Exchange
OE	Original equipment
OEM	Original equipment manufacturer
OFR	Operating and financial review
Ordinary shares	The ordinary shares in the capital of the Company that, with effect from 22 May 2008, have a nominal value of 9 cents each
PFIC	Passive Foreign Investment Company
Preference shares	The convertible cumulative preference shares of \$50 each in the capital of the Company, of which the remaining shares outstanding were redeemed in 2007
Project Eagle	A three-year performance improvement programme announced in 2008 to address the cost base and improve competitiveness
Project Cheetah	A more extensive set of actions than Project Eagle announced in 2009 to reset the Group's manufacturing footprint to lower-cost locations and further take advantage of opportunities in higher growth markets
PSP	The Tomkins 2006 Performance Share Plan

QEF	Qualified Electing Fund
Registrar	Equiniti Limited
Restricted Award Shares	Restricted award shares acquired under the ABIP or the IBP
Restructuring initiatives	Expenses incurred in major projects undertaken to rationalise and improve the cost competitiveness of the Group and consequential gains and losses arising on the exit and disposal of businesses or on the disposal of assets
RPI	UK Retail Prices Index
Sarbanes-Oxley	The US Sarbanes-Oxley Act of 2002
SAYE 2	The Tomkins Savings Related Share Option Scheme No. 2, that lapsed for grant purposes in 2005
SDRT	Stamp Duty Reserve Tax, payable on paperless transactions for shares in the UK
SEC	US Securities and Exchange Commission
the Securities Act	US Securities Act of 1933, as amended
SEDOL	Stock Exchange Daily Official List, a list of security identifiers used in the UK for clearing purposes
Severity rate	Average number of lost workdays per 100 employees over a period of one year
Sharesave scheme	The Tomkins 2005 Sharesave Scheme
Stamp Duty	A tax payable on paper transactions for shares in the UK
subsidiary	An entity that is controlled, either directly or indirectly, by the Company
the Tax Convention	The convention between the government of the US and the government of the UK for the avoidance of double taxation and the prevention of fiscal evasion with respect to taxes on income and capital gains dated 24 July 2001, as ratified on 31 March 2003 and amended
TPMS	Tyre Pressure Monitoring System
Trading cash flow	See 'Explanation of key performance measures' on page 152
Trico	Trico Products Corporation and its related businesses, which constituted the Group's former Wiper Systems business segment (sold during 2007)
TSR	Total Shareholder Return, comprising dividends paid on ordinary shares and the increase or decrease in the market price of ordinary shares
UK GAAP	United Kingdom Generally Accepted Accounting Practice
UK	The United Kingdom of Great Britain and Northern Ireland
UKLA	United Kingdom Listing Authority
Underlying change in sales and adjusted operating profit	See 'Explanation of key performance measures' on page 152
US	The United States of America, its territories and possessions, any state of the United States and the District of Columbia