

Travis Perkins plc disclosure pursuant to section 430(2B) of the Companies Act 2006 – Pete Redfern

As announced by the Board of Travis Perkins plc (the “**Company**”) Pete Redfern stepped down as Chief Executive Officer and from the Board on 10 March 2025 due to ill-health.

In accordance with his service agreement and the relevant incentive plan rules, Pete Redfern will receive the following payments and benefits below (less any required tax withholding). These are in accordance with the Company’s shareholder approved Directors’ Remuneration Policy as set out in the Company’s Annual Report & Accounts.

1. Pete Redfern will receive: (i) salary and benefits up to the date his employment ended (10 March 2025) (the “**Termination Date**”); and (ii) a payment in lieu of any accrued but untaken holiday.
2. Pete Redfern’s six month notice period under his service agreement has been waived and accordingly he will receive no notice payment or payment in lieu of notice.
3. The Remuneration Committee of the Board has not yet considered whether to pay any annual bonus to executives for the completed 2024 performance year. As a leaver due to ill-health, Pete Redfern may be considered for any annual bonus for the 2024 performance year in accordance with the rules of the annual bonus plan and the Directors’ Remuneration Policy, subject to performance as determined by the Remuneration Committee.
4. Pete Redfern holds the following nil-cost option granted under the Company’s Restricted Share Plan:

Grant date	Number of Company shares under option (before time pro-rating or performance assessment)*	Normal vesting date	Normal release date
16 September 2024	108,373	16 September 2027	16 September 2029

As a leaver due to ill-health, in accordance with and subject to the rules of the Restricted Share Plan, Pete Redfern’s option will remain capable of vesting on its normal vesting date and be released at the normal release date subject to (i) assessment of applicable performance underpins; and (ii) a pro-rata reduction to the Termination Date (unless the Remuneration Committee determines such other period should apply). A two year holding period shall apply to any shares received on exercise of the award following vesting. Pete Redfern’s option will remain subject to malus and clawback provisions

Pete Redfern will not be eligible to receive any Restricted Share Plan award in 2025.

5. As permitted under the approved Directors’ Remuneration Policy the Remuneration Committee has determined, in the circumstances, not to apply the post-employment shareholding guideline for Executive Directors in relation to the shares in the Company which Pete Redfern purchased on 11 November 2024.

Full details of all payments made to and receivable by Pete Redfern will be disclosed in the Directors Remuneration Report within the Company’s Annual Report and Accounts for the financial year ending 31 December 2025, and subsequent years, as appropriate.

*In accordance with its terms, the award may be increased to reflect dividend equivalents each time a dividend is paid between the grant date and the normal vesting/release date.