

## Travis Perkins plc disclosure pursuant to section 430(2B) of the Companies Act 2006 – Nick Roberts

As announced by the Board of Travis Perkins plc (the “**Company**”) Nick Roberts stepped down as Chief Executive Officer (“**CEO**”) and from the Board of the Company on 16 September 2024.

In accordance with his service agreement and the relevant incentive plan rules, Nick Roberts will receive the payments set out below (less any required tax withholdings). The payments are in accordance with the Company’s approved Director’s Remuneration Policy, as set out in the Company’s Annual Report and Accounts.

- 1 Nick Roberts will receive: (i) salary and contractual benefits up to and including the date he ceases employment (the “**Termination Date**”), which will not be later than 27 March 2025; and (ii) a payment in lieu of accrued but untaken holiday.
- 2 For the part of the 2024 performance year during which Nick Roberts was actively in role, he will be eligible to be considered for a pro-rata bonus in accordance with the terms of the annual bonus plan, subject to performance as determined by the Remuneration Committee. There will be no eligibility for bonus for any remaining part of 2024. To the extent any bonus becomes payable to Nick, this amount will be:
  - (a) 50% paid in cash; and
  - (b) 50% delivered in deferred shares\* (nil-cost options granted under the Company’s Deferred Share Bonus Plan), vesting three years from grant.
- 3 Nick Roberts holds a nil-cost option over 39,554 shares\* granted on 1 April 2022 under the Company’s Deferred Share Bonus Plan. In accordance with and subject to the rules of the plan, this option will remain capable of vesting in full and be released (and become exercisable) at the normal vesting and release date on 1 April 2025.
- 4 Nick Roberts holds nil-cost options granted under the Company’s Restricted Share Plan as follows:

Grant date	Number of Company shares under option (before time pro-rating or performance assessment)*	Normal vesting date	Normal release date
14 June 2021	13,775 shares	1 March 2026	1 March 2026
1 April 2022	70,289 shares	75%: 1 April 2025	1 April 2027
		25%: 1 April 2027	
20 March 2023	91,687 shares	75%: 20 March 2026	20 March 2028
		25%: 20 March 2028	

In accordance with and subject to the rules of the plan, these options will remain capable of vesting on their respective normal vesting dates and be released at their respective

normal release date subject to: (i) the assessment of applicable performance underpins; and (ii) a pro-rata reduction to the Termination Date.

- 5 As of 30 September 2024 Nick Roberts holds options under the Company's Save As You Earn plan as follows:

<b>Grant date</b>	<b>Exercise price</b>	<b>Number of Company shares under option</b>
27 September 2023	£6.90	2,688

These options will be treated in accordance with the rules of the plan and any award agreements, pursuant to which any options which are unvested on the Termination Date will lapse in full, and any options which are vested will remain exercisable in accordance with their terms.

- 6 Nick Roberts holds 170,188\* vested nil-cost options under the Company's Performance Share Plan\*\*, Restricted Share Plan and Co-Investment Plan. These vested options will be released (and become exercisable) at their respective normal release date.
- 7 As of 30 September 2024 Nick Roberts holds 816 partnership shares under the Company's Buy As You Earn Plan, which will be treated in accordance with the rules of the plan and award agreements.
- 8 Up to £10,000 (excluding VAT) will be paid directly to third party service providers in respect of legal services.

Nick Roberts will also be required to continue to meet the Company's shareholding requirement policy for a period of two years after ceasing to be a Director of the Company.

Nick Roberts will not be eligible to be considered for a bonus for the financial year ending 31 December 2025, and will not be eligible to receive any Restricted Share Plan awards in 2024. Nick will not receive any payments or compensation for loss of office.

Full details of all payments made to and receivable by Nick Roberts will be disclosed in the Directors' Remuneration Report within the Company's Annual Report and Accounts for the year ending 31 December 2024, and subsequent years, as appropriate.

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

\*\* This includes an approved award over 2,339 shares. In accordance with the rules of the Performance Share Plan, the unapproved element of the award will be scaled back to the extent that the approved award is exercised.