

Section 430(2B) Companies Act 2006 statement – Robert B. Cook

Hostmore plc (the “Company”) announced on 10 January 2023 that Robert B. Cook had stepped down as Chief Executive Officer (“CEO”) and as a Director of the Company with immediate effect. In accordance with Section 430(2B) of the Companies Act 2006, details of payments on his departure are as follows:

1. Robert has received:
 - (a) base salary and contractual benefits up to and including his final date of employment on 9 January 2023;
 - (b) a payment in lieu of accrued but untaken holiday up to and including 9 January 2023; and
 - (c) a payment in lieu of his six month notice period equal to his basic salary for his six month notice period plus the cost to the Company of providing his pension and car allowance benefits for such six month notice period.
2. The Company will continue to pay premiums to the Company or any group company appointed private medical insurance policies on the same terms as applied on the date of Robert’s departure from 9 January 2023 for a period of six months until 9 July 2023 (equal to his notice period), subject to the rules from time to time of the relevant scheme.

There will be no payment to Robert under the Company’s annual bonus plan for 2022 or 2023 and all long-term incentive plan awards have lapsed.

There will be no further payments in respect of his exit and, save as detailed above, no payment for loss of office made by the Company to Robert in respect of his exit.

The relevant remuneration details relating to Robert will be included in the Directors’ Remuneration Report in the Annual Report and Financial Statements for the 52 week period ended 1 January 2023. In accordance with the requirements of the Companies Act 2006, once the aforementioned Annual Report and Financial Statements are made available on the Company’s website this document will be removed.