

## **Disclosure pursuant to section 430(2B) of the Companies Act 2006 – Chief Financial Officer**

As announced on 20 January 2022, Julie Wirth will retire from a full-time executive role and leave Wickes Group plc on 20 July 2022.

The Remuneration Committee has agreed the following remuneration arrangements for Julie Wirth, which reflect the terms of her contract of employment, Wickes' incentive plan rules and the information disclosed in the Wickes' listing prospectus. The Committee is comfortable that given Julie's performance to date, her agreement to remain in role to help ensure a smooth handover and her intention not to return to an equivalent role elsewhere in the market, that the below terms are fair and appropriate.

The Committee has determined that Julie will receive good leaver status only in respect of the incentives where the performance period is fully completed at the date of cessation and only to the extent that the associated performance conditions are met.

The full terms agreed are therefore as follows:

1. Base salary and associated benefits will be paid until the leaving date.
2. No eligibility to receive a bonus in respect of the period of FY22 served in role.
3. No eligibility to receive an LTIP grant in 2022.
4. The 2021 LTIP awards will lapse in full.
5. The second tranche of the Transition Awards (awarded as a result of the demerger from Travis Perkins) will lapse in full.
6. SAYE options and Free Share Award will lapse in full.

The following incentives will be permitted to vest, to the extent that the performance conditions are met:

7. The first tranche of the Transition Awards - these will be tested for performance on 28 April 2022 and any shares that vest will be required to be held for two further years.
8. The FY21 bonus - Julie will remain eligible for a bonus payment assessed on the same performance criteria as other participants at year end. One-third of any bonus earned will be deferred into shares for three years, the remainder will be paid in cash.

Julie will be required to maintain her current shareholding in Wickes shares for a period of at least two years post cessation.

Full details will be disclosed in the Directors' Remuneration Report within the Company's Annual Report and Accounts for the year ending 1 January 2022, and subsequent years, as appropriate.