

Further to the announcement by Future on 6 December 2023, Penny Ladkin-Brand stepped down from the role of Chief Financial and Strategy Officer of Future plc (the “Company” or “Future”) and from her position on the Future Board today, 28 July 2024.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Penny are set out below. These arrangements comply with the Company’s Directors’ Remuneration Policy, which was approved by shareholders at the 2023 AGM, and reflect the careful consideration of the Remuneration Committee.

### **Salary and benefits**

Penny remained an employee of the Company until 28 July 2024, when her employment ended. She received her salary and contractual benefits until that date.

As Penny served notice to leave the Company and will take up another executive role, she will not be deemed to be a ‘Good Leaver’ on stepping down from the Board. In accordance with the Company’s 2023 Remuneration Policy, this has an impact on her non-contractual benefits, with effect from the date she leaves Future, as follows:

### **Annual Bonus**

Penny will forfeit any entitlement to an annual bonus in respect of FY 2024.

### **Long Term Incentive Plans:**

#### **1. Future Value Creation Plan (“VCP”)**

All of her outstanding entitlements under Tranches 2 and 3 of the VCP will lapse in full.

## 2. Future Performance Share Plan (“PSP”)

Her outstanding PSP awards granted on 23 November 2018 and 25 November 2019 (the number of which was subject to adjustment, most recently by an amendment made on 9 September 2022) have already vested in full for performance. The awards will subsist and, in the case of the 2019 award, remain subject to the mandatory two-year holding period after vesting, ending 30 November 2024 (the two-year holding period for the 2018 award having already expired). Her PSP award granted on 9 February 2023 will lapse in full.

## 3. Future Deferred Annual Bonus Plan (“DABS”)

Penny’s outstanding DABS awards granted on 6 December 2022 remain subject to deferral periods and will vest on the normal vesting date and thereafter be subject to the Post-Exit Shareholding requirement, as set out below:

Date of grant	Number of shares subject to award	Vesting date / end of deferral period	Post-employment shareholding requirement
6 Dec 2022	15,329	First dealing day after announcement of FY 2024 results	Until 28 July 2026

### Post Employment Shareholding Requirement

Penny will be subject to a post-employment shareholding requirement (“PESR”) which will be applied to her outstanding DABS awards, in accordance with the Directors’ Remuneration Policy.

### Further information

The relevant remuneration details relating to Penny Ladkin-Brand will be included in the Directors’ Remuneration Report in the Annual Report and Accounts.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company’s website until its next Directors’ Remuneration Report is made available.