

Jeff Carr – Section 430(2B) Companies Act 2006 Statement

Following the announcement by Reckitt Benckiser Group plc (“**Reckitt**” or the “**Company**”) on 23 August 2023, Jeff Carr will retire from the role of Chief Financial Officer of Reckitt and will step down from his position on the Company’s board of directors on 31 March 2024.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Jeff are set out below. These arrangements comply with the Company’s Directors’ Remuneration Policy, which was approved by shareholders at the 2022 AGM.

Salary, pension and benefits

Jeff will remain an employee of the Company until 31 March 2024, when his employment will end. During this period he will receive his salary, pension and normal benefits. There will be no payment in lieu of notice.

Annual Bonus

Jeff will be eligible to receive a bonus payment under the Company’s Annual Performance Plan in respect of the 2023 and 2024 financial year. Any payment in respect of the 2024 financial year will be pro-rated based on the proportion of the performance year employed. Payment will be subject to performance, with any pay-out determined in the normal manner and at the normal time. One third of any annual bonus earned will be deferred into an award over Reckitt shares for three years, in line with normal practice.

Share based awards

It is intended that as a retiree Jeff will be a good leaver under the rules of the Company’s Deferred Bonus Plan (“**DBP**”) and Long-Term Incentive Plan 2015 (“**LTIP**”), meaning that:

- Outstanding DBP awards, which reflect past performance, will continue and will vest on the normal vesting dates as detailed below:

| Date of grant | Number of shares subject to award ⁽¹⁾ | Vesting date |
|---------------|--|---------------|
| 25 March 2021 | 9,163 | 25 March 2024 |
| 21 March 2022 | 13,131 | 21 March 2025 |
| 21 March 2023 | 14,721 | 21 March 2026 |

⁽¹⁾ Dividend equivalents accrue on deferred bonus shares during the vesting period and will be delivered in shares at vesting.

- Outstanding LTIP awards (consisting of performance shares and performance options) will vest subject to performance and subject to time pro-rating (based on the proportion of the relevant performance period employed) on their normal vesting dates, as detailed below, with options exercisable for 12 months. The two-year holding period will continue to apply.

| Date of grant | Number of shares / options subject to award ⁽¹⁾ | Vesting date | End of holding period |
|--------------------|--|--------------|-----------------------|
| Performance shares | | | |
| 28 May 2021 | 40,000 | May 2024 | 1 January 2026 |
| 20 May 2022 | 40,000 | May 2025 | 1 January 2027 |
| 21 March 2023 | 40,000 | March 2026 | 1 January 2028 |

| Performance options | | | |
|---------------------|--------|------------|----------------|
| 28 May 2021 | 80,000 | May 2024 | 1 January 2026 |
| 20 May 2022 | 80,000 | May 2025 | 1 January 2027 |
| 21 March 2023 | 80,000 | March 2026 | 1 January 2028 |

⁽¹⁾ The actual number of shares that vests will be subject to time pro-rating and the achievement of performance conditions. For the 2021 LTIP award there will be no pro-rating as the whole of the performance period will have been completed before cessation of employment. Based on an employment end date of 31 March 2024, for the 2022 LTIP award there will be 30,000 performance shares and 60,000 performance options subject to award after pro-rating and for the 2023 LTIP award there will be 16,667 performance shares and 33,333 performance options subject to award after pro-rating. Dividend equivalents accrue on performance shares which vest during the vesting period for 2022 LTIP awards onwards and will be delivered in shares at vesting.

No further LTIP awards will be granted.

DBP and LTIP awards will remain subject to the scheme rules, including malus and clawback provisions.

Share Ownership Guideline

Under the Directors' Remuneration Policy, Jeff is required to maintain a shareholding of Reckitt shares equal to the lower of his shareholding on leaving employment and 50% of his in-employment shareholding requirement for two years after ceasing to be an employee of the Company.

Other payments

Jeff will receive a capped contribution of £8,000 plus VAT towards legal fees incurred in connection with his departure.

Further information

Other than the amounts disclosed above, Jeff will not be eligible for any remuneration payments or payments for loss of office. 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 the next Directors' Remuneration Report is made available.