

## Nicandro Durante - Section 430(2B) Companies Act 2006 Statement

Further to the announcement by the Company on 26 April 2023, Nicandro Durante will step down from the role of Chief Executive Officer of Reckitt Benckiser Group plc (the "Company" or "RBG") and from his position on the RBG board on 31 December 2023.

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

### Salary and benefits

Nicandro will remain an employee of the Company until 31 December 2023, when his employment will end. During this period he will receive his salary and normal benefits. Nicandro will continue to be provided with relocation benefits including temporary accommodation in the UK, return flights, shipping costs, and support in connection with the preparation of his UK tax returns for any year in which he receives income from the Company in connection with his role as CEO.

### Annual Bonus

Nicandro will be eligible to receive a bonus payment under the Company's Annual Performance Plan in respect of the 2023 financial year. 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 RGB shares for three years, in line with normal practice.

### Share based awards

The Remuneration Committee currently intends to exercise its discretion to treat Nicandro as 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 would be released on the original timetable.
- Outstanding LTIP awards and options would vest subject to performance on their normal vesting date and subject to time pro-rating, with options exercisable for 12 months.

Date of grant	Number of shares subject to award	Vesting date
06.09.22	LTIP (market value option) - 150,000	May 2025
06.09.22	LTIP (conditional award) - 75,000	May 2025
21.03.23	LTIP (market value option) - 150,000	March 2026
21.03.23	LTIP (conditional award) - 75,000	March 2026
21.03.23	DBP (conditional award) – 8,895	March 2026

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

### **Share Ownership Guideline**

Under the Directors' Remuneration Policy, Nicandro is required to maintain a shareholding of RBG 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**

Nicandro will receive a capped contribution of £5,000 plus VAT towards legal fees incurred in connection with his departure.

### **Further information**

The relevant remuneration details relating to Nicandro Durante 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.