

April 2025

Howden Joinery Group Plc (the "Company")

Section 430(2B) Companies Act 2006 Statement

The following information is provided in accordance with section 430(2B) of the Companies Act 2006.

On 8 April 2025, the Company announced that Paul Hayes would retire from his position as Chief Financial Officer and Director of the Company with effect from 30 May 2025. He will leave the Group on 30 April 2026. The following arrangements will apply in respect of Paul's remuneration and payments for loss of office:

1. Salary and benefits

Paul will continue to receive his base salary and benefits pursuant to his service contract until 30 April 2026, during which period he will remain at the Company's disposal. He will not receive any base salary increases during this period.

2. 2025 Annual bonus

Paul will not receive an annual bonus in respect of the year ending 27 December 2025.

3. Share awards and shareholding guideline

Performance Share Plan (PSP)

When Paul ceases to be employed by the Company, he will be treated as a good leaver under the rules of the Howdens Long Term Incentive Plan (LTIP). Unvested awards under the 2023 and 2024 LTIP PSP will be pro-rated to reflect the period from the respective award date until his termination date, as a proportion of the period from the award date until the expected vesting date (calculated by reference to whole months). To the extent that the Board determines any performance conditions have been satisfied over the respective performance period, the pro-rated 2023 and 2024 LTIP PSP awards will vest on their normal vesting dates. These awards will be subject to a post-vest holding period.

This treatment is in accordance with the Company's approved loss of office policy.

Paul will not receive a PSP grant in respect of the financial year ending 27 December 2025 or onwards.

Share Incentive Plan (SIP)

Paul's share awards held in the Howden Joinery Share Incentive Plan will be released to him following his termination date.

Deferred bonus shares

Paul's deferred bonus shares awarded pursuant to his 2023 and 2024 bonus entitlements will vest on the normal vesting date subject to the rules of the Deferred Bonus Plan.

Post cessation shareholding requirement

Paul will be required to retain shares in compliance with the Directors' shareholding requirement policy for two years after leaving the Board.

4. Further information

All payments to Paul will be subject to deductions for income tax and national insurance contributions and any other withholdings legally required at the relevant time. Other than the amounts disclosed above, Paul will not be eligible for any other payments for loss of office.

Full details of all payments made to and receivable by Paul will be disclosed in the Company's Directors Remuneration Report for the financial year ending 27 December 2025, and subsequent years, if applicable.