

A.G. BARR p.l.c.

30 April 2024

Disclosure for Roger White pursuant to Section 430(2B) of the Companies Act 2006

Further to the announcement made on 1 February 2024, A.G. Barr p.l.c. confirms that Roger White stepped down as a director of the Company today and the following arrangements will apply in respect of his remuneration.

1. Roger White will receive his existing salary and benefits up until 31 July 2024 when his employment will terminate. He will not receive any payment in lieu of notice.
2. Roger will remain eligible for an annual bonus for the financial year ending January 2025. Any bonus awarded will be pro-rated based on service up to the date on which he ceases carrying out any material duties for the Company and will be subject to deferral, malus and clawback in accordance with the Directors' Remuneration Policy.
3. Roger will retain the deferred shares awarded to him in respect of his bonuses for the financial years ended January 2023 and January 2024. These will vest at the end of the relevant two year deferral periods and remain subject to malus and clawback.
4. The Remuneration Committee has determined that Roger will be treated as a good leaver under the Company's Long Term Incentive Plan. He will therefore retain his awards over shares made to him in April 2022 and April 2023. These awards will vest at their normal vesting dates subject to achievement of the relevant performance conditions and to pro-rating based on the proportion of the relevant performance periods for which he was employed. The awards will remain subject to malus and clawback. No further awards will be made to him under the Long Term Incentive Plan. Further details of the actual vesting following the end of the relevant performance periods will be disclosed in future Remuneration Reports.
5. In accordance with the terms of his service agreement, Roger will continue to be entitled to receive life assurance benefits as if he were in pensionable service under the A.G. Barr p.l.c. (2008) Pension and Life Assurance Scheme until his normal retirement date.
6. Roger will not receive any payments for loss of office.