

## **RIGHTMOVE PLC ('RIGHTMOVE' or 'THE COMPANY')**

### **SECTION 430(2B) COMPANIES ACT 2006 STATEMENT – PETER BROOKS-JOHNSON**

Following the announcements on 9 May 2022 and 13 December 2022, Rightmove confirms that Peter Brooks-Johnson has stepped down from the Board as Chief Executive Officer on 6 March 2023. Peter will be available to support the new Chief Executive Officer until his last day of employment, which will be 9 May 2023.

The payments described below were approved by the Remuneration Committee in consultation with its advisor Deloitte and are in line with the Company's 2020 Remuneration Policy.

The Committee has determined that in light of Peter's long service and commitment to Rightmove, including an orderly handover to the new CEO, he be treated as a 'good leaver' in respect of his outstanding share awards, detailed below.

#### **Salary and benefits**

Peter will be available to support the new Chief Executive Officer, until his leaving date on 9 May 2023 to ensure a smooth transition. He will continue to receive his base salary and other contractual benefits, including health and medical insurance, for that period. No payment will be made in lieu of Peter's unexpired period of notice which ends on 9 May 2023.

#### **2022 Annual bonus and Deferred Share Bonus**

Peter will be employed for the full financial year ended 31 December 2022 and the Committee has determined that he will be entitled to participate in Rightmove's annual cash and deferred bonus plan. A cash bonus of up to 70% of salary and deferred share bonus of up to 105% of salary will be awarded in March 2023, subject to achievement of financial and operational performance targets, agreed in November 2021. Any deferred share bonus award granted for the year ended 31 December 2022 will be retained and vest on the original vesting date (March 2025). Further detail on the actual level of pay-out in respect of 2022 will be provided in the Directors' Remuneration Report for the year ended 31 December 2022.

Peter will not be eligible to participate in the annual bonus plan for 2023.

#### **Share-based incentives**

##### **Rightmove Performance Share Plan ('PSP')**

In accordance with our Policy, the Committee has determined that:

Peter's unvested PSP award granted in September 2020, which is subject to financial targets measured over a three-year performance period ending on 31 December 2022, will vest on 17 September 2023. Details of the vesting amount will be included in the Directors' Remuneration Report for the year ended 31 December 2022. Peter will retain the award to the extent it vests by reference to the performance conditions. No time pro-rating will be applied given that Peter will be employed for the full financial year ended 31 December 2022. The award will remain subject to its original two-year holding period and is due to be released 20 September 2025. The PSP awards granted in 2021 and 2022 will vest on the original vesting dates (3 March 2024 and 2 March 2025 respectively), subject to the achievement of TSR and EPS performance criteria. The 2021 and 2022 PSP awards will be pro-rated for time up to Peter's leaving date. To the extent these awards vest, the awards will remain subject to the original two-year holding periods and are due to be released 3 March 2026 and 2 March

2027 respectively. The 2019 PSP award, which has already vested but remains unexercised, will be exercisable in accordance with the plan rules.

Peter will not receive a PSP award for the year ending 31 December 2023.

#### **Rightmove Deferred Share Bonus Plan ('DSP')**

In accordance with our Policy, DSP awards granted in respect of prior years' performance will remain capable of vesting in full and therefore:

- Peter's vested but unexercised DSP awards will be exercisable for 12 months of leaving; and
- unvested DSP awards will vest on the original vesting dates and be exercisable for 12 months from vesting.

<b>Award Date</b>	<b>Performance Period</b>	<b>Normal Vesting Date</b>	<b>Award (number of shares)</b>
3 March 2021	1 January 2020 to 31 December 2020	3 March 2023	16,989
2 March 2022	1 January 2021 to 31 December 2021	2 March 2024	68,891

Peter will be awarded a DSP award in March 2023 in respect of the 2022 financial year that will vest after two years. No DSP award will be made in respect of the 2023 financial year.

#### Rightmove Sharesave Plan ('SAYE')

Peter's outstanding options under the all-employee SAYE will be treated in accordance with the terms of the plan rules.

Peter will not receive any other remuneration payment or payment for loss of office. The relevant remuneration details relating to Peter Brooks-Johnson's departure will be included in the Directors' Remuneration Report in the Annual Report and Accounts for the year ending 31 December 2022.

A two-year post-employment holding period will apply to share awards granted from May 2020, with 100% of the shareholding requirement (or actual holding, if lower) retained for the first year, and 50% for the second year.

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 Company's next Directors' Remuneration Report is made available.

-Ends-

Contacts:

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