

This information sets out the disclosure required by section 430(2B) of the Companies Act 2006 in relation to Jon Steinberg stepping down as a Director of the Company.

Further to the RNS announcements by Future on 18 October 2024 and 30 January 2025, Jon Steinberg stepped down from the role of Chief Executive Officer of Future plc (the “Company” or “Future”) and from his position on the Future Board today, 30 March 2025.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Jon are set out below. These arrangements comply with the Company’s Directors’ Remuneration Policy, which was approved by shareholders at the 2023 AGM (the “Policy”), and they reflect the careful consideration of the Remuneration Committee (the “Committee”).

Salary and benefits

Jon will remain an employee of the Company, in the role of Senior Advisor, until 30 June 2025, when his employment will end. He will continue to receive his base salary and contractual benefits until that date.

As Jon served notice to leave the Company, he will not be deemed to be a ‘Good Leaver’ on stepping down from the Board. In accordance with the Policy, this has an impact on his non-contractual benefits, with effect from the date he leaves Future, as follows:

Annual Bonus

Jon will forfeit any entitlement to an annual bonus in respect of FY 2025.

Long Term Incentive Plans:

1. Future Performance Share Plan (“PSP”)

Jon's outstanding PSP awards, which were granted in May 2023 and December 2023, will not have vested for performance when he steps down from the Board and they will lapse in full at that point.

2. Future Deferred Annual Bonus Plan ("DAB")

Jon has outstanding 24,610 DAB awards, which were granted in December 2024. Under the Policy, the default is that any outstanding DAB award will not lapse, but will continue to vest at the end of the original deferral period. The DAB plan rules provide the Committee with full flexibility over whether or not to preserve outstanding DAB awards held by non-Good Leavers on "any terms [it] thinks fit". Consistent with the approach taken with regard to other Executive Directors who left Future in recent years, Jon will retain these awards, which will remain subject to the normal deferral period and will vest on the normal vesting date and thereafter will be subject to the Post-Employment Shareholding requirement.

Post-Employment Shareholding Requirement

Jon will be subject to the Post-Employment Shareholding Requirement ("PESR"), which will be applied to his outstanding DAB awards, in accordance with the Policy, for two years from the date on which he steps down from the Board and ceases to be a Director of the Company (so, until 30 March 2027).

The PESR does not apply to the shares in Future that Jon purchased with his personal funds, which he is free to sell after stepping down from the Board, subject to closed period and/or insider dealing restrictions.

Further information

The relevant remuneration details relating to Jon Steinberg will be included in the Directors' Remuneration Report in the Annual Report and Accounts for FY2025.

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 that Directors' Remuneration Report is made available.