



Sections 430 (2B) Companies Act 2006 Statement

As announced on 11 February 2025, Michael Pratt stepped down from the Board and the position of Chief Financial Officer of Ashtead Group plc (Company), on 28 February 2025. The information below is required under section 430(2B) of the Companies Act 2006.

Mr Pratt will remain employed by the Group until his contractual notice period ends on 2 September 2025 and he will continue to receive his base salary and contractual benefits during that period in accordance with his service agreement and the Company's Directors' Remuneration Policy.

Mr Pratt will be eligible for an annual bonus award for the financial year ending 30 April 2025, (reflecting continuing support for transition of responsibilities), and subject to the achievement of performance conditions. To the extent that any annual bonus award is made, one-third of it will be deferred under the terms of the Deferred Bonus Plan. He will not be eligible for an annual bonus award in respect of the financial year ending 30 April 2026.

Mr Pratt will retain his outstanding awards under the Deferred Bonus Plan and the Long-Term Incentive Plan (LTIP) and the awards under these plans will vest on the normal vesting dates. LTIP awards will vest subject to the achievement of the performance conditions, and pro-rated to reflect his period of employment. He will not receive an LTIP award in 2025. LTIP awards (and legacy vested PSP awards) will continue to be subject to the post-vesting holding periods in accordance with the rules of the plans and the Company's Directors' Remuneration Policy.

Malus and clawback provisions will continue to apply to share awards or bonus payments made to Mr Pratt.

In line with the Directors' Remuneration Policy, Mr Pratt will be required to maintain a shareholding equivalent to 200% of his base salary at the date he retires from the Board for two years from stepping down from the Board.

Mr Pratt will receive no additional compensation or payment for the termination of his service contract or his ceasing to be a director of the Company or any other Group Company.

Full details of Mr Pratt's remuneration arrangements will be published in the Directors' Remuneration Report of the Company's Annual Report and Accounts 2025.

28 February 2025