

Grainger plc (“the Company”)

Companies Act 2006 section 430(2B) Statement

As announced on 28 October 2020, Vanessa Simms resigned from the Board as Chief Financial Officer and left the Company on 26 April 2021 (“Leaving Date”).

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

All payments to Vanessa Simms mentioned below are in line with the Company’s Remuneration Policy (“Policy”). The Policy is published in the Annual Report and Accounts 2020 and approved by the shareholders at the 2021 Annual General Meeting.

Salary and benefits

Vanessa Simms received her salary, benefits and pension allowance in the usual way until her Leaving Date. She also received a payment in lieu of accrued holiday up to her Leaving Date. The forgoing was subject to any applicable PAYE deductions.

Annual Bonus

Vanessa Simms was not eligible for consideration for payment of an annual cash bonus for the 2020 financial year in line with the Remuneration Policy due to her resignation.

Long Term Incentive Plan (“LTIP”) and Deferred Share Bonus Plan (“DBSP”)

Under the LTIP and DBSP rules, any unvested share awards and grants have lapsed on cessation of Vanessa’s employment.

Save As You Earn (“SAYE”) and Share Incentive Plan (“SIP”)

In accordance with the SAYE scheme rules, these options lapsed on Vanessa’s Leaving Date. The shares held in SIP will be transferred out of the trust to Vanessa following her Leaving Date, subject to the payment of any relevant income tax via payroll.

All other remuneration details relating to Vanessa Simms will be included in the Director’s Remuneration Report in the Annual Report and Accounts for the year ended 30 September 2021 including full details of share incentive schemes and long-term incentive schemes.