RNS Number : 5569W
Whitbread PLC
27 April 2016

WHITBREAD PLC

SENIOR EXECUTIVE SHARE A WARDS

LONG TERM INCENTIVE PLAN

Under the terms of the Long Term Incentive Plan of Whitbread PLC, conditional awards at nil cost were made on 26 April 2016 to certain senior executives of the Company in respect of the 3-year performance period 4 March 2016 to 28 February 2019. The maximum number of Whitbread PLC 76 122/153p Ordinary Shares, which each executive could potentially receive in respect of this performance period is as follows:

	Number of Shares
Alison Brittain	40,558
Nicholas Cadbury	16,153
Paul Flaum	11,513
Louise Smalley	11,333
Chris Vaughan	9,420
Ratnesh Verma	3,682

The vesting of the awards will be based on Whitbread's EPS growth above RPI per annum of 4% to 10% on a sliding scale with a one-third multiplier based on ROCE in 2018/19 of 12% to 18%. The ROCE measure also acts as a hurdle.

In accordance with the rules of the Plan, the awards were based on a share price of £38.216, being the average of the mid-market closing price of the Company's shares for the five dealing days preceding 1 March 2016.

The awards will be subject to a two-year holding period post vesting.

WHITBREAD DIRECTORS' INCENTIVE SCHEME

Under the terms of the Whitbread Directors' Incentive Scheme, the following awards of shares were made on 26 April 2016 to senior executives of the Company in respect of the financial year of the Company ended 3 March 2016.

	Number of Shares
Alison Brittain	3,074
Nicholas Cadbury	4,600
Paul Flaum	3,454
Christopher Rogers	5,533
Louise Smalley	3,227
Chris Vaughan	2,283
Ratnesh Verma	1,851

Notes

* The number of shares have been calculated by dividing such part of the executive's bonus as the executive is entitled to receive in Ordinary Shares of 76 122/153p each in the capital of Whitbread PLC by the average of the middle -market closing price of the shares during the five dealing days preceding 1 March 2016 (£38.216).

* The awards made under the Directors' Incentive Scheme are not subject to any performance conditions. Under normal circumstances, the awards will vest in full subject to the executive remaining an employee of Whitbread until the third anniversary of the Award Date, as defined in the rules of the scheme.

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This information is provided by RNS
The company news service from the London Stock Exchange

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