RNS Number : 9345F
Whitbread PLC
30 April 2014

WHITBREAD PLC

SENIOR EXECUTIVE SHARE AWARDS

LONG TERM INCENTIVE PLAN

Under the terms of the Long Term Incentive Plan of Whitbread PLC, conditional awards at nil cost were made on 29 April 2014 to certain senior executives of the Company in respect of the 3-year performance period 1 March 2014 to 28 February 2017. 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
Simon Barratt	6,994
Nicholas Cadbury	13,406
Patrick Dempsey	13,114
Paul Flaum	8,626
Andy Harrison	21,381
Christopher Rogers	15,040
Louise Smalley	8,743

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 2016/17 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 £42.89, being the average of the mid-market closing price of the Company's shares for the five dealing days preceding 1 March 2014.

The awards will be subject to a one-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 29 April 2014 to senior executives of the Company in respect of the financial year of the Company ended 27 February 2014.

	Number of Shares
Simon Barratt	5,286
Nicholas Cadbury	8,246
Patrick Dempsey	7,463
Paul Flaum	6,111
Andy Harrison	13,151
Christopher Rogers	9,028
Louise Smalley	5,377

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 2014 (£42.89).

* 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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