RNS Number : 7841D
Whitbread PLC
01 May 2013

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 30 April 2013 to certain senior executives of the Company in respect of the 3-year performance period 1 March 2013 to 29 February 2016. 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	11,283
Nicholas Cadbury	22,743
Patrick Dempsey	21,077
Paul Flaum	14,634
Andy Harrison	35,474
Christopher Rogers	24,953
Louise Smalley	14,832

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 2015/16 of 12% to 17%. 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 £25.282, being the average of the mid-market closing price of the Company's shares for the five dealing days preceding 1 March 2013.

WHITBREAD DIRECTORS' INCENTIVE SCHEME

Under the terms of the Whitbread Directors' Incentive Scheme, the following awards of shares were made on 30 April 2013 to senior executives of the Company in respect of the financial year of the Company ended 28 February 2013.

	Number of Shares
Simon Barratt	7,525
Nicholas Cadbury	3,672
Patrick Dempsey	10,724
Paul Flaum	5,618
Andy Harrison	19,484
Christopher Rogers	14,963
Louise Smalley	7,201

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 2013 (£25.282).

* 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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