

BARRATT REDROW PLC 2025 LTPP AWARDS – PERFORMANCE TARGETS

In October 2025, Barratt Redrow plc (the ‘Company’) granted awards under its Performance Share Plan (the ‘2025 LTPP Awards’). The Remuneration Committee (the ‘Committee’) set the relative TSR and GHG emissions targets prior to the grant but deferred the setting of the Adjusted EPS and ROCE targets due to market uncertainty, coupled with the potential for significant supply or demand side intervention in the Government’s Autumn Budget. The Company explained this in the 2025 Directors’ Remuneration Report and confirmed that these targets would be disclosed in due course.

At its meeting in March 2026, the Committee agreed the following Adjusted EPS and ROCE targets for the 2025 LTPP Awards. For completeness, the relative TSR and GHG Emissions targets, as published in the FY25 Annual Report and Accounts on page 135, are also set out below.

PERFORMANCE MEASURE	REASON SELECTED	WEIGHTING (OF TOTAL AWARD)	BELOW THRESHOLD (0% VESTING)	THRESHOLD (25% VESTING)	MAXIMUM (100% VESTING)
TSR against FTSE 50+/50- comparator group Company’s Total Shareholder Return over the Performance Period must be at least at the median of a ranking of the Total Shareholder Return of each of the members ranking 50 above and 50 below the Company in the FTSE Index at the start of the Performance Period based on market capitalisation as at the day before the start of the Performance Period.	Ensures the comparator group remains current and relevant whilst factoring in the continued movement in the Company’s market capitalisation.	30%	Below median	Median	Upper Quartile
Adjusted EPS FY28¹ Adjusted profit after tax, excluding the impact of acquisition fair value adjustments, divided by the weighted average number of ordinary shares in issue.	Ensures efficient and effective management of our business and aligns interests with those of shareholders.	15%	Below 42.0p	42.0p	47.0p
ROCE for FY28 Adjusted profit before tax, excluding the impact of acquisition fair value adjustments and operating charges relating to the defined benefit pension scheme divided by average tangible net assets excluding tax, cash, loans and borrowings, retirement benefit assets/ obligations and provisions in relation to legacy properties.	Ensures efficient and effective management of our business and aligns interests with those of shareholders.	40%	Below 11%	11%	13%
Reduction in GHG emissions Reduction of our absolute Scope 1 and 2 (operational) GHG emissions by 29% by 2025 (from 2018 levels) and to net zero by 2040.	Ensures we focus on reducing our emissions by meeting our science-based target of a 29% reduction in absolute scope 1 and 2 greenhouse gas emissions.	15%	<38% reduction	41% reduction	44% or higher reduction

The TSR, Adjusted EPS and ROCE performance targets will vest on a straight-line basis between threshold and maximum. For the reduction in GHG emissions performance target, vesting will be on a straight-line basis between “Below threshold” and “Threshold”, and on a straight-line basis between “Threshold” and “Maximum”. In addition, 2025 LTPP Awards granted to individuals at Regional Managing Director level and above, are subject to a two-year post-vesting holding period and an overriding Committee discretion, as set out in the Policy table on page 145 of the FY23 Annual Report and Accounts. The 2025 LTPP Awards will also be subject to the malus and clawback provisions set out on pages 148 and 149 of the FY23 Annual Report and Accounts.

Date: 31 March 2026

¹ The number of shares applied in the calculation will be adjusted to remove the impact of the share buyback programme and exclude shares held in the Employee Benefit Trust.