

s430(2B) Companies Act 2026 Declaration – Paul Edgecliffe-Johnson

This declaration is made further to the announcement by IHG on 21 October 2022 that Paul Edgecliffe-Johnson will step down from the Board of InterContinental Hotels Group PLC (the “Company” or “IHG”) and his role as Chief Financial Officer and Group Head of Strategy in 2023.

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Paul are set out below. These arrangements comply with the Company’s Directors’ Remuneration Policy, which was approved by shareholders at the 2020 AGM.

Salary and benefits

Paul’s date of leaving in 2023 will be confirmed in due course. Paul will remain an employee of the Company until his date of leaving, when his employment will end.

Paul will receive his salary and benefits until this date.

Annual Performance Plan (“APP”)

Paul will be eligible to receive the cash element of an APP award in respect of the 2022 financial year, which will be assessed and paid in the normal way in accordance with the terms of the plan. The deferred shares element will be forfeited.

Paul will not be eligible to receive an APP award in respect of the 2023 financial year.

Paul’s unvested deferred APP shares as at the date of leaving will be forfeited.

Long Term Incentive Plan (“LTIP”)

Paul’s LTIP awards granted on 12 May 2020 will vest subject to the satisfaction of applicable performance conditions on the normal vesting date on 22 February 2023 (assuming Paul is still employed on this date) and will be subject to a two-year post-vesting holding period.

Paul’s unvested LTIP awards granted in May 2021 and May 2022 will be forfeited and no LTIP award will be granted in 2023.

Paul will be required to hold shares equivalent to his minimum shareholding requirement of 300% of salary as at the date of leaving for six months after leaving; and 50% of the minimum shareholding requirement for a further six months.

Further information

The relevant remuneration details will be included in the Directors’ Remuneration Report in the Group’s Annual Report and Accounts for 2022.

In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company’s website until its next Directors’ Remuneration Report is made available.