

## **Bunzl plc**

### **Companies Act 2006 Section 430(2B) Statement**

As announced today, Michael Roney will be retiring as Chief Executive of Bunzl plc on 20 April 2016 and leaving the Group on 30 April 2016 (the 'Leaving Date').

The following information is provided in accordance with section 430(2B) of the Companies Act 2006.

All payments are in line with the Company's stated Remuneration Policy for a good leaver (published in the 2013 and 2014 Annual Reports) and approved by the shareholders at the 2014 Annual General Meeting.

#### **Salary and benefits**

Michael Roney will receive his salary (which was not increased from 1 January 2016), benefits and pension allowance as usual until the Leaving Date. There will be no payment in lieu of notice.

#### **Annual bonus: Cash and Deferred Annual Bonus Scheme ('DASBS')**

Michael Roney will receive no annual cash bonus or DASBS award for the 2016 financial year.

He will remain eligible for consideration for payment of an annual cash bonus and a DASBS award for the 2015 financial year, subject to performance over this period and as determined and approved in the normal manner by the Remuneration Committee in February 2016.

His deferred shares outstanding at the Leaving Date, which were awarded under the DASBS in relation to the 2014 financial year and any awarded in relation to the 2015 financial year, will vest in full on 1 March 2017.

#### **Long Term Incentive Plan ('LTIP')**

Michael Roney will not receive any grants or awards under the LTIP in 2016.

His grants and awards outstanding at the Leaving Date, which were made under the LTIP Part A and B in 2013, 2014 and 2015, will vest at the normal vesting date subject to satisfaction of the existing performance conditions and provided that prior to the relevant vesting date Michael Roney has not worked in any capacity for a competitor organisation

14 January 2016