

## Section 430(2b) disclosure

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

The Company announced on 25 May 2022 that Peter Cowgill, Executive Chairman, JD Sports Fashion plc, stepped down from the Board on 25 May 2022 ("**Termination date**"). Following the acceleration of the separation of the roles of Chair and Chief Executive Officer, Peter Cowgill will receive a pro-rata payment under the annual bonus as set out in the Remuneration Policy.

It was further announced on 20 September 2022 that for the period up until 25 May 2022, Peter has been paid his salary, contractual benefits and will be eligible for any appropriate annual bonus, subject to usual performance conditions, which will be paid on a pro rata basis for the period he remained in full time employment.

The following remuneration arrangements apply to Peter and are in line with the provisions of the Remuneration Policy:

- Payment in lieu of the remainder of his 12 months' notice period from the Termination Date which had not elapsed on 19 September 2022 (the "PILON payment"). The PILON payment is £662,143 in respect of the remainder of his notice period on his annual salary of £906,000. He will also continue to receive private healthcare during that period. The PILON payment is expected to be made on or before 26 September 2022.
- For the period up to the Termination Date during which he will have been in active employment, Peter will be eligible for a pro rata annual bonus in respect of 2022/23, to be determined in accordance with the Remuneration Policy and payable on the date upon which such payment become payable in accordance with the Remuneration Policy on the normal timetable.
- The Committee has determined that there is a commercial necessity for the Company to impose enhanced restrictive covenants on the departing Executive Chairman. As part of the enhanced restrictive covenants entered into by Peter, he will receive a payment of £3,500,000, payable in 24 equal monthly instalments on the last working day of each month commencing 30 September 2022.

The annual bonus and payments in respect of the enhanced restrictive covenants will be subject to malus and clawback provisions.

No other remuneration payment, or payment for loss of office has been or will be made.

Full details of all payments made to and receivable by Peter for service performed as a director and all loss of office payments will be disclosed in the Remuneration Report within the Company's Annual Report and Accounts for the year ending 28 January 2023.