

FRANCHISE BRANDS PLC

The role of the Remuneration Committee

The role of the Remuneration Committee is to:

- ensure that the Company establishes an effective remuneration policy aligned with the Company's purpose, strategy and culture as well as its stage of development and that the remuneration policy (i) motivates management and promotes the long-term growth of shareholder value and (ii) supports and reinforces the desired corporate culture and promote the right behaviours and decisions;
- check that remuneration policies and practices support the successful delivery of the Company's long-term strategy and in particular that a significant proportion of executive directors' and senior managers' remuneration is structured to clearly link rewards to corporate and individual performance; and
- that there is a formal and transparent procedure for developing policy on executive remuneration and for setting the remuneration packages of individual directors, including the granting of share awards and other equity incentives through the Group's employee share schemes.

The members of the Remuneration Committee are Peter Kear (Chairman), Louise George and Andy Brattesani, each of whom is an independent non-executive director.

The Executive Chairman is invited to attend meetings of the Remuneration Committee, but does not participate when his own remuneration is being discussed.

To view or download the terms of reference of the Remuneration Committee, [please click here](#).