

**Non-Executive Directors Business Expenses Q4 2024-25**

Non-Executive Directors Name and Role	Professional/ Fees		Hotel/B&B		Subsistence		Rail		Bus		Car Hire/ Mileage		Car Parking/ Tolls		Domestic Air		International Air		Taxi		Misc	
	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£
<b>Gareth Rhys Williams</b> Chairman			2	334.00			3	427.74			2	111.60	1	9.90					1	13.80	1	12.88
<b>Janette Beinart</b> Senior Non-Executive Director							1	13.70			1	119.25	1	5.00								
<b>Simon Blanchflower</b> Non-Executive Director							4	157.70					1	2.80					1	15.00		
<b>Rob Whiteman</b> Non-Executive Director											1	146.39										
<b>Simon Wills</b> Non-Executive Director			1	175.00			2	87.78			3	112.95	2	20.00								
<b>Sukhi Johal*</b> Non-Executive Director	Does not submit claims for expenses																					

\* As an employee of another government organisation, Sukhi Johal does not claim expenses from National Highways

**Executive Directors Business Expenses Q4 2024-25**

Executive Directors Name and Role	Professional/ Fees		Hotel/B&B		Subsistence		Rail		Bus		Car Hire/ Mileage		Car Parking/ Tolls		Domestic Air		International Air		Taxi		Misc	
	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£	No.	£
<b>Nick Harris</b> Chief Executive Officer	2	736.84	12	1,262.46	4	58.78	46	3,588.40			10	408.60	26	757.10			1	265.22	1	13.04	1	1,065.84
<b>Scott Dale</b> Chief Financial Officer			6	1,003.86	12	162.64	17	2,101.50			12	582.26	13	129.50					4	62.00		
<b>Elaine Billington MBE</b> Executive Director Human Resources and Organisational Development			9	1,010.60	5	128.00	13	1,608.00			1	48.15	10	162.50								
<b>Nicola Bell</b> Executive Director, Major Projects	1	291.00	19	2,004.12	34	867.49	34	2,990.50			4	96.75							14	181.78	1	198.83
<b>Elliot Shaw</b> Executive Director Customer, Strategy and Communications	1	318.00	10	810.71	3	19.45	26	3,250.10					1	50.00			1	324.79				
<b>Richard Pedley</b> Chief Information Officer			4	539.10			3	372.10			7	379.29										
<b>Duncan Smith</b> Operations Director	1	406.84	21	2,449.77	67	1,499.83	24	2,434.70			22	729.25	18	403.25					3	36.98		
<b>Matthew Palmer</b> Lower Thames Crossing Project Director	1	406.84	40	8,408.20			18	1,248.90			3	21.00	13	166.40								
<b>Tim Reardon*</b> General Counsel			6	574.43	5	138.70	11	1,480.20			2	82.80							1	13.20		
<b>Sally Keith*</b> Interim General Counsel			7	743.50	4	79.99	11	1,852.20											4	97.40		
<b>Mike Wilson</b> Chief Highways Engineer	1	515.09	14	1,789.66	7	135.84	23	2,406.90			3	26.15	13	275.80			1	101.47	5	51.21	1	667.72

\*Tim Reardon retired as General Counsel at the end of January 2025; Sally Keith was appointed as Interim General Counsel from that date

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Key:

All bookings and claims are made under the company's business expenses and travel policy.

Notes:- Expenses are presented using data extracted from internal systems. Totals for each category include all taxes, booking fees and refund charges, where applicable.

**Professional Fees:** Professional membership subscriptions.

**Hotel/B&B Bookings:** May be booked as room only, B&B or half or full board.

**Subsistence** includes: Claims made for breakfast, lunch, dinner. This does not include details on any subsistence included in bookings for hotels/B&Bs as these are incorporated into the total claim cost for hotels/B&Bs at the point of invoice from the supplier.

**Rail Travel includes:** All UK domestic travel. Number of expenses claimed indicates the number of tickets booked for journeys taken, which may include a combination of single and return bookings and journeys which may have several legs. This may also include TfL journeys made using Oyster and regular tickets. Cost of tickets include all booking charges and any cancellation/refund costs incurred from tickets booked but not used.

**Car Hire/Mileage:** includes all taxes and booking fees for car hire and reimbursement of mileage claims at HMRC approved rates for use of an individual's appropriately insured private vehicle where applicable.

**Car Parking:** Includes all taxes and booking fees where applicable. May also include costs for season tickets by prior agreement.

**Taxi:** Journey costs.

**Misc** includes: External seminar/conference fees, protective safety equipment, official hospitality, telecoms and internet charges, incidentals, sundries, stationery.