

## **ST. MODWEN PROPERTIES PLC**

### **S430(2B) COMPANIES ACT 2006 STATEMENT REGARDING ROB HUDSON**

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Rob Hudson 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**

Rob Hudson will receive an amount in lieu of his salary and normal benefits for the remainder of his 12-month notice period. Payments will be made in monthly instalments over that period. If he starts an alternative remunerated position during that period then the monthly instalments will be reduced in mitigation.

#### **Pension**

Rob Hudson will continue to receive an amount in lieu of employer's pension contribution at the rate of 15% of salary for remainder of his employment. Thereafter he will receive an amount in lieu of employer's pension contribution for the remainder of his 12-month notice period. Payments will be made in monthly instalments over that period. If he starts an alternative remunerated position during that period then the monthly instalments will be reduced in mitigation.

#### **Annual Bonus**

Rob Hudson will not be entitled to a bonus in respect of the 2021 financial year.

Shares purchased as part of the requirement to invest a portion of previous bonuses paid into shares will be released from such requirement at the normal time as contemplated by the Company's shareholder-approved Directors' Remuneration Policy.

#### **Other**

Rob Hudson's outstanding awards under the Company's Performance Share Plan will lapse with effect from the end of his employment, as contemplated by the Company's shareholder-approved Directors' Remuneration Policy. He was not eligible to receive an award in 2021.

Rob Hudson's outstanding options under the Company's Saving-Related Share Option Plan will lapse with effect from the end of his employment.

Rob Hudson will comply with the Company's post-cessation shareholding requirements.

#### **Further information**

The relevant remuneration details relating to Rob Hudson will be included in the Directors' Remuneration Report in the Annual Report and Accounts.