

2023 annual bonus outcome - CEO

Personal objectives (30% of total bonus)

The personal objectives were set based on Harry Hyman's individual areas of responsibility and the main objectives set out below:

Objective	Achievement	Committee assessment
Effective development and communication of the Company's strategy and vision to stakeholders	During the year the CEO led an active stakeholder engagement programme with the Company's key stakeholders including investors, employees and NHS bodies. In particular, the CEO was effective in communicating the Company's strategy and reasons for focusing on rental growth in the short term, maintaining investor support.	The Committee assessed the CEO's performance, including through feedback received from investors and from the Board's engagement activities with employees. 95%
Hold an effective Strategy Day	The CEO led the Company's annual Strategy Day bringing together the Board and senior management to discuss the Group's future development.	Having participated directly in the Strategy Day and received feedback from other participants, the Committee determined that the objective had been fully met. 100%
Recruit a new CEO and implement an effective transition plan, evidenced by stakeholder support and continuity in strength of business performance	The CEO together with the Chair led a robust, efficient and transparent recruitment process with the appointment of the new CEO well received by investors and employees. The implementation of the transition plan is progressing well. This is evidenced by a strong working relationship developing between Harry Hyman and Mark Davies.	The Committee has witnessed the success of the ongoing transition plan including during Board meetings. The Committee also considered feedback obtained from investors and key personnel, and determined that the objective had been fully met. 100%
Provide effective leadership to the Company underpinned by the Company's values	The CEO provided effective leadership to the Company translating into stability and continued strong performance against a challenging economic backdrop affecting the Company's sector.	The Committee assessed the CEO's leadership through the Company's performance, the cohesiveness of the management team and feedback obtained through the Board's employee engagement activities. 90%
Develop the talent in the team evidenced in succession plans/promotion readiness,	The CEO is closely involved in the development, promotion and succession plan for the	The Committee has high visibility of the CEO's actions against this objective. The CEO

and the Company's diversity agenda	senior team and proactively communicates with the Board and the Nomination and Remuneration Committees on these matters. As a result, the Company has a stable, capable and committed team. The CEO supports the diversity agenda, evidenced by the recruitment of a senior member of management.	demonstrated a proactive approach to implementing the Company's diversity agenda. 90%
Maintain a strong ESG programme	The CEO has shown support for the Company's ESG agenda, encouraging greater awareness which contributed to the achievement of an improvement in rating. The Company receiving a sector leading award for development, with a GRESB score of 92% (2022: 80%) and standing asset score of 72% (2022: 58%)	The Committee assessed the CEO's performance, evidenced by the Company's strong and improving ESG ratings and robust ESG agenda. 95%

The Committee assessed Harry's performance against his personal targets after the year end and agreed that a bonus of 71% was payable in respect of the annual bonus plan, in the light of his performance against these objectives. In reaching this conclusion the Committee determined that Harry had performed strongly during the year and had succeeded in meeting most of the targets set for him.

In total, the bonus payable to the CEO in the light of his performance against both the financial targets and personal objectives was equivalent to 71% of the maximum payable. This resulted in a bonus award of £437,000 of which, in line with the Remuneration Policy, £69,483 representing 30% of the award, after tax, will be deferred into shares to be held for three years. The deferred shares are not subject to any further conditions.

In the light of the financial performance of the Company in the year in an increasingly challenging economic environment, the Committee is satisfied that the bonus pay-out is appropriate given that stakeholder experience. Specifically, the Committee took account of the following factors:

The Company achieved a strong set of financial results with substantial year-on-year growth in EPRA earnings and in EPRA earnings per share despite a challenging environment for the property sector.

The Company paid £89.5m in dividends for 2023 to shareholders. The full year dividend for the year ended 31 December 2023, which was over 100% covered, increased by 3.1% from 6.5 pence to 6.7 pence.

The Company maintained a strong control over costs, continuing to have one of the lowest EPRA cost ratio in the sector.

On this basis, the Committee felt comfortable that the formulaic bonus outcome reflected the individual Executive Director and Company performance and, as a result, the Committee determined that no overriding discretion will be applied to the bonus outcome. Accordingly, the Committee is comfortable that an overall bonus pay-out of 71% of maximum is reasonable.

Ivonne Cantú

Chair of the Remuneration Committee