

## **s430(2B) Companies Act 2026 Declaration – Nick Sanderson**

This declaration is made further to the announcement by Great Portland Estates plc (“GPE” or the “Company”) on 25 September 2025 that Nick Sanderson will be stepping down from the Board of the Company and his role as Chief Financial & Operating Officer. Nick’s leaving date will be 30 January 2026 (the “**Leaving Date**”).

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Nick are set out below. These arrangements comply with the Company’s Directors’ Remuneration Policy, which was approved by shareholders at the 2023 AGM.

### **Salary and benefits**

Nick will remain a Board Director and an employee of the Company until his Leaving Date, when his employment will end. He will not receive any form of termination payment and all benefits will cease as at the Leaving Date.

Nick will receive his salary and benefits until his Leaving Date.

### **Annual Bonus Plan (“ABP”) and Deferred Share Bonus Plan (“DSBP”)**

Nick will not be eligible to receive a bonus or DSBP award in respect of the 2025/26 financial year.

In accordance with the plan rules, Nick’s unvested DSBP awards at his Leaving Date, granted in June 2023, June 2024 and May 2025, will vest on their normal vesting dates, being the third anniversary from the date of grant.

### **Restricted Share Plan (“RSP”)**

Nick’s unvested RSP awards granted in July 2023, June 2024 and May 2025 will be forfeited and no RSP award will be granted to Nick in 2026.

Nick will be required to hold, for a period of two years after his Leaving Date, those shares vested or vesting pursuant to share plan awards granted to him after 23 July 2020, up to a maximum value of 300% of his base salary as at his Leaving Date. Such shares will be held pursuant to a nominee arrangement until the expiry of the post-cessation holding period.

### **Further information**

The relevant remuneration details will be included in the Directors’ Remuneration Report in the Group’s Annual Report and Accounts for 2026. In accordance with section 430(2B) of the Companies Act 2006, the information contained in this document will be made available on the Company’s website until its next Directors’ Remuneration Report is made available.