

## **Section 430(2B) Companies Act Statement – Gerald Kaye**

### **Remuneration Details:**

As required by section 430(2B) of the Companies act 2006, details of the remuneration payments made or to be made to Gerald Kaye are set out below. These arrangements are consistent with the Company's Directors' Remuneration Policy, which was approved by shareholders at the 2024 AGM.

### **Salary and Benefits**

Gerald's employment with Helical ceased following the 2024 Annual General Meeting. He will receive a gross payment of £235,454, subject to income tax and National Insurance contributions, in respect of salary and benefits for the balance of his unexpired notice period which started on 23<sup>rd</sup> May 2024 and runs to 23<sup>rd</sup> November 2024.

### **Annual Bonus**

Gerald will be eligible to receive a proportionate share of the bonus awarded in respect of the 2024-25 financial year. The amount of any bonus will reflect Gerald's time served as Chief Executive of Helical and be subject to satisfaction of the relevant performance criteria for the year and will be determined by the Remuneration Committee in accordance with the usual timetable and be payable in June 2025.

### **Share Awards**

Gerald's outstanding unvested awards, granted under the terms of the Company's Performance Share Plan on 27 July 2022 and 1 June 2023, will continue to vest on the normal vesting dates, subject to the satisfaction of applicable performance conditions and time pro-rating. The two year post-vesting holding periods will continue to apply. To the extent that awards vest, dividend equivalents may be added.

Gerald's outstanding deferred bonus awards will continue to vest on the normal vesting dates and dividend equivalents will be added.

Shares awarded to Gerald under the terms of the Company's all employee Share incentive Plan, will be transferred into his beneficial ownership. No shares have been awarded since 14 March 2024.

### **Other Payments**

Gerald will receive no other payments relating to his employment with Helical plc.

### **Consultancy Arrangement**

As per the RNS dated 23 May 2024, in order to maintain the strong relationships with our important joint venture partners, Gerald Kaye has agreed to provide strategic and operational support, via an external consultancy role, in connection with the development and sale of 100 New Bridge Street, EC4V 6JJ and Brettenham House, WC2E 7EN.

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