Himanshu Raja – Section 430(2B) Companies Act 2006 Statement

In Hammerson plc's ("**Hammerson's**" or the "**Company's**") announcement of 30 April 2026 that Himanshu Raja had informed the Board of his intention to retire, Hammerson also announced that Himanshu would step down as Chief Financial Officer and as a director on the Hammerson Board on 12 August 2026, and will remain an employee of the Company to effect an orderly transition until his employment terminates on 30 April 2027 ("**retirement date**").

As required by section 430(2B) of the Companies Act 2006, details of the remuneration payments made or to be made to Himanshu are set out below. These arrangements comply with the Company's Directors' Remuneration Policy, which was approved by shareholders at the 2026 AGM.

Salary and benefits

Up to the retirement date, Himanshu will receive his salary and normal benefits on the same terms and conditions that are currently in effect. As Himanshu will be employed for the duration of his notice period, he will not receive any payment in lieu of notice.

Annual Incentive Plan

Himanshu will be eligible to receive a time pro-rated bonus payment under the Company's Annual Incentive Plan in respect of the period he remained in active service as CFO during the 2026 financial year. This bonus will be subject to the same performance criteria as for other participants, with any payout determined in the usual manner and at the usual time, and will be subject to deferral in shares as normal under the Deferred Bonus Share Scheme.

Shareholding guideline

The Company has a post-employment shareholding requirement of 250% of salary with sufficient qualifying shares being held in a nominee facility maintained by the Company through the Company's share plan administrator. The share price used to determine the number of shares needed to satisfy this requirement will be made using the average closing price of the shares during the 10 trading days up to 12 August 2026. Himanshu will then hold shares as required through a combination of nominee arrangements and in-flight awards until 12 August 2028.

Deferred Bonus Share Scheme

Himanshu will be treated as a good leaver in respect of his deferred share awards under the Deferred Bonus Share Scheme and treatment of the outstanding deferred share awards over 205,013 shares in the Company will be in accordance with the Deferred Bonus Share Scheme's rules (including malus and clawback provisions). Each deferred share award will vest at the end of the normal two year vesting period.

Restricted Share Awards

Himanshu will be treated as a good leaver in respect of his outstanding awards under the Restricted Share Scheme, and treatment of his outstanding awards over 697,196 shares in the Company will be in accordance with the Restricted Share Scheme's rules (including malus and clawback provisions).

Awards granted under the Restricted Share Scheme in 2024 over 112,939 shares in the Company will have the performance underpin assessed in 2027 on the third anniversary of grant as normal, and the resulting shares will be released from the holding period and become exercisable in 2029 as normal. Awards granted under the Restricted Share Scheme in 2025 and 2026 over 158,219 and 119,200 shares in the Company, respectively, will have the performance underpin assessed at the retirement date, and time pro-rating will apply relative to the retirement date in accordance with the rules. Such awards will be released from the holding period and become exercisable on 30 April 2029.

Himanshu will not receive an award under Hammerson's Restricted Share Scheme in respect of the 2027 financial year.

Other payments

Himanshu will be reimbursed for reasonable legal fees incurred related to his leaving arrangements up to £15,000 (excluding VAT but including all disbursements) and reasonable costs incurred relating to outplacement support in relation to potential future non-executive directorships following the retirement date, up to £60,000 (excluding VAT).

Himanshu will not receive any other remuneration payment or any payment for loss of office.

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

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.

12 August 2026