



## Further information for shareholders in relation to the Crest Nicholson Holdings plc Remuneration Policy

On page 105 of the 2022 Annual Integrated Report we set out the key changes to the Group's proposed 2023 Remuneration Policy compared to the version approved in 2020.

On the matter of variable pay (e.g. Annual Bonus and LTIP) we state:

	<b>Proposed change</b>	<b>Rationale</b>
<b>Variable pay</b>	<p>Limit for annual bonus increased from 125% to 150% of salary.</p> <p>Maximum award for LTIP simplified from 150% of salary, or 200% of salary in exceptional circumstances to 200% of salary in all cases.</p>	<p>This will provide additional flexibility over the 2023 Policy period. There is no current intention to vary the limits for current Directors' annual bonus or LTIP (they will remain at 125% and 150% respectively for FY23). However, the flexibility may be required in the future, for example for management succession where we may wish to have a lower proportion for fixed pay and higher proportion for incentive pay. Any use of higher award limits will be disclosed and explained in the following Directors' Remuneration Report.</p>

Shareholders will also note that this matter was highlighted during its Remuneration Policy consultation.

The 2023 Remuneration Policy, if approved, will ordinarily be valid until March 2026. The Committee therefore considers that having reasonable flexibility under the Remuneration Policy is appropriate particularly with management succession.

However, the Committee wishes to confirm its position in respect of the current Chief Executive and Group Finance Director. Specifically, the Committee will not increase the maximum awards for these individuals in these roles during the Remuneration Policy period. As stated in the Directors' Remuneration Report (including on page 105), the increase in maximum has been introduced for management succession where we may wish to have a lower proportion for fixed pay and higher proportion for incentive pay.

Any use of higher award limits will be disclosed in the following Directors' Remuneration Report.

Our Remuneration Chair, Octavia Morley remains available to discuss this and any remuneration matters via [info@crestnicholson.com](mailto:info@crestnicholson.com) FAO the Company Secretary.

**Octavia Morley**  
**Chair of the Remuneration Committee**  
**28 February 2023**