

Key Matters and Escalation Report to the Group Trust Board

Name of Committee: Remuneration Committee

Chair: Anna Gill, Non-Executive Director

Meeting Date: Thursday, 30 October 2025

Key matters

The committee met in-common, and the following key points were discussed:

- Review of the performance and pay for the Chief Executive 2024-25 and 2025-26
- Review of the performance, pay and succession plans for the Executive Directors and Directors of services - 2024-25 and 2025-26.
- Succession plans
- Review of the Group Trust Board's knowledge, skills and experience.
- Employee Relations update.
- Confirmation of Mutually Agreed Resignation Scheme outcomes.
- Fit and Proper Person Test Framework Annual Check Assurance.

Key escalation

There were no matters for escalation.

Key risks and issues

The Remuneration Committee is currently not responsible for any risks or issues.

Good practice or innovation

Matthew Winn our Chief Executive featured in the Health Service Journal top 50 Chief Executive list this year, as number 12.