

Original Resolutions and Voting Outcome

The company has met with some of the company's larger shareholders following the AGM resolutions; concerns were raised about the level of the outgoing CEO's severance package and the targets for the 2020 long term incentive plan awards for executive directors. There were mixed views about the Value Creation Plan (VCP).

Date	Meeting type	Resolution number & title	% Voted for	% Voted against	% Withheld	% Issued share capital voted
28/10/2020	AGM	Resolution 4: To approve the Directors' Remuneration Policy	58.98%	41.02%	0.02%	79.31%
28/10/2020	AGM	Resolution 3: To approve the Directors' Remuneration Report	53.83%	46.17%	0.01%	79.31%

Since then the remuneration committee has undertaken a review of the remuneration policy in general, the VCP and the past and future targets for the long term incentive plan awards and bonus awards. The company will consult further with shareholders between now and the publication of the FY21 annual results to gain opinions on a potentially, revised remuneration policy.

A further update will appear in the next annual report.