

AGM poll voting 10 February 2021

	Resolution	Votes for (including discretionary)	%	Votes against	%	Total votes	% of Total Voting Rights	Votes withheld	Poll vote
1	FINANCIAL STATEMENTS	86,935,018	99.98%	15,884	0.02%	86,950,902	88.71%	65,140	Yes
2	DECLARE FINAL DIVIDEND	87,010,919	99.99%	5,107	0.01%	87,016,026	88.78%	17	Yes
3	REMUNERATION POLICY	53,001,306	64.24%	29,503,129	35.76%	82,504,435	84.18%	4,511,607	Yes
4	DIRECTORS' REMUNERATION	59,841,021	72.53%	22,663,448	27.47%	82,504,469	84.18%	4,511,573	Yes
5	RE-ELECT R HUNTINGFORD	78,233,779	96.68%	2,683,374	3.32%	80,917,153	82.56%	6,098,889	Yes
6	RE-ELECT Z BYNG-THORNE	81,612,267	93.79%	5,403,622	6.21%	87,015,889	88.78%	153	Yes
7	ELECT R ADDISON	86,845,633	99.81%	169,553	0.19%	87,015,186	88.78%	857	Yes
8	ELECT M AMDUR	86,542,952	99.46%	471,909	0.54%	87,014,861	88.78%	1,182	Yes
9	ELECT M BROOKER	84,282,924	96.86%	2,731,858	3.14%	87,014,782	88.78%	1,261	Yes
10	RE-ELECT H DRAYTON	78,174,670	89.84%	8,841,236	10.16%	87,015,906	88.78%	136	Yes
11	RE-ELECT R HATTRELL	84,100,010	96.65%	2,915,627	3.35%	87,015,637	88.78%	406	Yes
12	RE-ELECT A NEWMAN	86,586,846	99.51%	429,061	0.49%	87,015,907	88.78%	136	Yes
13	REAPPOINT AUDITOR	85,305,793	98.04%	1,707,555	1.96%	87,013,348	88.78%	2,695	Yes
14	REMUNERATION OF AUDITORS	85,626,004	98.42%	1,375,286	1.58%	87,001,290	88.76%	14,753	Yes
15	ALLOT SHARES	84,857,811	97.53%	2,147,611	2.47%	87,005,422	88.77%	10,597	Yes
16	POLITICAL DONATIONS	79,097,854	93.95%	5,090,403	6.05%	84,188,257	85.89%	2,827,786	Yes
17	US EMPLOYEE STOCK PURCHASE PLAN	86,982,055	99.98%	21,349	0.02%	87,003,404	88.77%	12,639	Yes
18	VALUE CREATION PLAN	53,058,479	64.32%	29,433,615	35.68%	82,492,094	84.16%	4,523,948	Yes
19	STAT PRE-EMPTION RIGHTS	82,420,442	94.72%	4,594,380	5.28%	87,014,822	88.78%	1,221	Yes
20	PRE-EMPTION RIGHTS	82,410,729	94.71%	4,604,010	5.29%	87,014,739	88.78%	1,303	Yes
21	GM - 14 CLEAR DAYS NOTICE	85,823,747	98.63%	1,192,262	1.37%	87,016,009	88.78%	34	Yes
22	ARTICLES OF ASSOCIATION	87,008,906	99.99%	5,780	0.01%	87,014,686	88.78%	1,357	Yes

Issued share capital at the date of the meeting: 98,015,282 ordinary shares of 10p each

* A vote withheld is not a vote in law and is not counted in the votes for and against a resolution

