



**THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION**

If you are in any doubt as to what action you should take, you are recommended to seek your own financial advice from your stockbroker or other independent adviser authorised under the Financial Services and Markets Act 2000.

If you have recently sold or transferred all of your shares in Ramsdens Holdings PLC, please forward this document, together with the accompanying documents, as soon as possible either to the purchaser or transferee or to the person who arranged the sale or transfer so they can pass these documents to the person who now holds the shares.

# Ramsdens Holdings PLC

Incorporated in England and Wales under the Companies Act 2006  
with registered number 08811656

## Ramsdens Notice of Annual General Meeting

Wednesday, 10 February 2021 at 12 noon

A Form of Proxy for use at the Annual General Meeting is enclosed. To be valid, any instrument appointing a proxy must be received by Equiniti as soon as possible but in any event so as to arrive no later than 12 noon on 8th February 2021.

21 December 2020

Dear shareholder

## ANNUAL GENERAL MEETING

The Annual General Meeting (the “AGM”) of Ramsdens Holdings PLC (the “Company”) will be held at the Company’s Head Office at Birchwood House, Dalby Way, Coulby Newham, Middlesbrough, TS8 0TW at 12 noon on 10 February 2021. The notice of the AGM (the “Notice”), which follows this letter, sets out the business to be considered at the AGM.

This will be our fifth AGM since the shares in the Company were admitted to trading on AIM on 15 February 2017.

## COVID-19

The United Kingdom is currently having to deal with certain restrictions caused by the COVID-19 (Coronavirus) pandemic.

The Company’s key priority in these unprecedented times is the health and safety of our staff, our customers and society at large, including our shareholders. At the time of the publication of this Notice, the UK Government has placed restrictions on indoor public gatherings. In light of these measures, we hope that you will understand that our AGM this year will be run as a **closed meeting** and **shareholders will not be permitted to attend in person**. The Company will make arrangements such that the legal requirements to hold the meeting will be satisfied through the attendance of a minimum number of director shareholders and the format of the meeting will be purely functional. The AGM will comprise of only the formal votes on each resolution as set out in the Notice, without any business update or Q&A. The outcome of the resolutions to be proposed at the AGM will be determined by the proxy votes received ahead of the AGM.

We are therefore implementing the following precautions to ensure that we hold our AGM in a compliant and safe way:

- **shareholders and their representatives will NOT be permitted to attend the AGM in person.** Any shareholders attempting to attend the AGM will be refused entry on the grounds of public safety;
- instead, all shareholders should vote by proxy to ensure their vote is counted at the AGM either:
  - by appointing a proxy electronically (as explained on the following page) or
  - by completing the enclosed Form of Proxy and returning it by post.

Given the restrictions on attendance, shareholders are advised to appoint the Chairman of the meeting as their proxy rather than a named person who will not be permitted to attend the meeting.


While shareholders will not be able to attend the AGM in person, our engagement with shareholders and the continued support of our shareholders is very important to us. We are therefore providing a facility for shareholders to ask questions of the Board of Directors. We will then select representative questions and provide answers on our website following the AGM. The details are set out below.

This situation could change and the UK Government may change the current restrictions related to holding meetings. Any changes to the AGM will be communicated to shareholders before the meeting through our website ([www.ramsdensplc.com](http://www.ramsdensplc.com)) and where appropriate, by RNS announcement.

We trust that all our shareholders will understand the need for these precautions in light of Government public health guidelines on COVID-19.

## SHAREHOLDER QUESTIONS

As shareholders will be unable to attend the AGM in person, we have set up a dedicated mailbox for shareholders to ask questions of the Board of Directors. Please send your questions to [AGMquestions2021@ramsdensPLC.com](mailto:AGMquestions2021@ramsdensPLC.com) by no later than 12 noon on 8th February 2021, stating your name and Shareholder Reference Number (as printed on your form of proxy). We will collate the questions we receive and will select a representative sample which will be answered on the Company’s website at [www.ramsdensPLC.com](http://www.ramsdensPLC.com) promptly after the AGM. We will also provide answers directly to the shareholders who asked the questions.

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Visit us at [www.RamsdensForCash.co.uk](http://www.RamsdensForCash.co.uk)

Registered Office: Unit 16, Parkway Centre, Coulby Newham, Middlesbrough, TS8 0TJ  
Registered in England Number 0881 1656. VAT Registration Number: 654 2564 31

## NOTICE OF AGM

The Notice, and in particular the explanatory notes appended to the Notice, contain a detailed explanation of each of the resolutions.

Broadly the resolutions being proposed include resolutions to receive the annual financial statements of Ramsdens Holdings PLC (Company) together with the directors and auditors reports for the period ended 30 September 2020, to receive the directors remuneration report, to reappoint each of the directors as a director of the Company and to grant authority to the directors to allot shares in the Company and to disapply pre-emption rights in respect of certain allotments of shares for cash, subject to certain limits and restrictions.

## NOTICE OF AVAILABILITY

I am pleased to confirm the following documents are now available on our website, [www.ramsdensplc.com](http://www.ramsdensplc.com):

- Annual Report for the financial period ended 30 September 2020
- Notice of Annual General Meeting
- Form of Proxy

The documents are located in the Investor Relations section of the website under Reports and Presentations.

You are receiving this notification because you have elected (or been deemed to have elected) to receive communication from Ramsdens Holdings PLC electronically. A copy of the Form of Proxy is also enclosed.

If you have any questions concerning this notice of availability, cannot locate or access the documents listed above, or would like to receive a hard copy of the document now or in the future, please contact the Company Secretary, Kevin Brown, at the company's registered office (details below).

## RECOMMENDATION

The directors of the Company consider that all the proposals to be considered at the Annual General Meeting are in the best interests of the Company and are most likely to promote the success of the Company for the benefit of the members as a whole. The directors unanimously recommend that you vote in favour of all the proposed resolutions as they intend to do in respect of their own beneficial holdings amounting, in aggregate, to 1,783,480 ordinary shares representing approximately 6 per cent of the issued share capital of the Company.

Yours sincerely



ANDREW MEEHAN  
*Non-Executive Chairman*

21 December 2020

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Registered Office: Unit 16, Parkway Centre, Coulby Newham, Middlesbrough, TS8 0TJ  
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# Ramsdens Holdings PLC

(Company Number 08811656)

NOTICE IS HEREBY GIVEN THAT the ANNUAL GENERAL MEETING of RAMSDENS HOLDINGS PLC (the Company) will be held at Birchwood House, Dalby Way, Coulby Newham, Middlesbrough TS8 0TW on Wednesday 10 February 2021 at 12 noon for the purpose of considering and, if thought fit, passing the following resolutions, of which resolutions 1 to 10 (inclusive) will be proposed as ordinary resolutions and resolution 11 will be proposed as a special resolution.

## FINANCIAL STATEMENTS AND REPORTS

1. To receive and adopt the financial statements of the Company and its subsidiaries and the reports of the directors and auditors thereon for the period ended 30 September 2020

## DIRECTORS REMUNERATION REPORT

2. To approve the report of the board to the members on director's remuneration for the period ended 30 September 2020

## RE- APPOINTMENT OF DIRECTORS

3. To re-appoint Andrew David Meehan as a director of the Company.
4. To re-appoint Peter Edward Kenyon as a director of the Company.
5. To re-appoint Martin Anthony Clyburn as a director of the Company.
6. To re-appoint Simon Edward Herrick as a director of the Company.
7. To re-appoint Stephen John Smith as a director of the Company.

## RE-APPOINTMENT OF AUDITORS

8. To re-appoint Ernst & Young LLP, Chartered Accountants, as auditors of the Company from the conclusion of the meeting until the conclusion of the next general meeting at which accounts are laid before shareholders.
9. To authorise the directors to fix the auditor's remuneration

## AUTHORITY TO ALLOT SHARES

10. THAT, the directors of the Company are generally and unconditionally authorised pursuant to section 551 of the Companies Act 2006 (the Act) to exercise all or any of the powers of the Company to allot shares in the Company and to grant rights to subscribe for, or to convert any security into, shares in the Company comprising equity securities (as defined in section 560(1) of the Act):
  - A. up to an aggregate nominal amount of £22,782.12 in connection with any employee share option scheme or arrangement; and
  - B. otherwise than pursuant to paragraph (a) above up to an aggregate nominal amount of £102,792.18 (being equal to approximately one third of the issued share capital of the Company as at 16 December 2020) to such persons at such times and generally on such terms and conditions as the directors may determine, provided that this authority shall, unless previously renewed, varied or revoked by the Company, expire on the date 15 months from the date of passing of this resolution or, if earlier, at the conclusion of the next annual general meeting of the Company save that the directors of the Company may, before the expiry of such period, make an offer or agreement which would or might require equity securities to be allotted after the expiry of such period and the directors of the Company may allot equity securities in pursuance of such offer or agreement as if the authority conferred by this resolution had not expired.

This resolution revokes and replaces all unexercised authorities previously granted to the directors to allot shares in the Company and to grant rights to subscribe for or to convert any security into, shares in the Company but is without prejudice to any allotment of shares or grant of rights already made, offered or agreed to be made pursuant to such authorities.

## AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS

11. That, subject to and conditional upon the passing of resolution 10 above, the directors of the Company are generally empowered pursuant to section 570 of the Act to allot equity securities (as defined in section 560(1) of the Act) for cash pursuant to the authority conferred upon them by resolution 10 above as if section 561(1) of the Act did not apply to any such allotment provided that this authority and power shall, be limited to:
  - A. the allotment and issue of equity securities up to an aggregate nominal amount of £22,782.12 in connection with any employee share option scheme or arrangement;
  - B. the allotment and issue of equity securities in connection with a rights issue or similar offer in favour of holders of ordinary shares where the equity securities respectively attributable to the interests of all such shareholders are proportionate (as nearly as may be) to the respective numbers of ordinary shares held by each such shareholder subject only to such exclusions or other arrangements as the directors may consider appropriate to deal with fractional entitlements or legal, regulatory or practical difficulties under the laws of, or the requirements of any regulatory body or stock exchange in any territory; and
  - C. the allotment (otherwise than pursuant to sub paragraphs (a) and (b) above) of equity securities up to an aggregate nominal amount of £15,418.83 (being equal to approximately five per cent of the issued share capital of the Company as at 16 December 2020), such power and authority to expire, on the date 15 months from the date of passing of this resolution or, if earlier, at the conclusion of the Company's next annual general meeting (unless previously renewed, varied or revoked by the Company prior to or on such date) save that the Company may, before the expiry of such period, make an offer or agreement which would or might require equity securities to be allotted after such expiry and the directors may allot equity securities in pursuance of such offer or agreement as if the power conferred by this resolution had not expired.

By order of the Board



KEVIN BROWN  
Company Secretary

21 December 2020

Ramsdens Holdings PLC  
Unit 16 Parkway Centre,  
Coulby Newham  
Middlesbrough TS8 0TJ

## IMPORTANT NOTICE RE COVID-19

In light of the UK Government's health advice in response to the COVID-19 outbreak, the AGM will be a closed meeting. The Company encourages all shareholders to exercise their right to vote on the resolutions and to submit their form of proxy, appointing the Chairman of the meeting as proxy.

# Notes

## ENTITLEMENT TO ATTEND AND VOTE

1. Only those shareholders registered in the Company's register of members at:
  - 6.30 pm on 8 February 2021; or,
  - if this meeting is adjourned, at 6.30 pm on the day two business days prior to the adjourned meeting, shall be entitled to attend, speak and vote at the meeting. Changes to the register of members after the relevant deadline shall be disregarded in determining the rights of any person to attend and vote at the meeting.

## WEBSITE GIVING INFORMATION REGARDING THE MEETING

2. Information regarding the meeting, can be found at <http://www.ramsdensplc.com/>.

## APPOINTMENT OF PROXIES

3. Under normal circumstances, shareholders may appoint more than one proxy, provided each proxy is appointed to exercise rights to different shares. However, given the restrictions on attendance at the AGM, you should appoint only the Chairman of the meeting as your proxy, rather than appointing one or more named persons who will not be permitted to attend the meeting.

A Form of Proxy is enclosed.

4. Shareholders can:
  - Appoint a proxy or proxies and give proxy instructions by returning the enclosed proxy form by post (see note 6).
  - If a CREST member, register their proxy appointment by utilising the CREST electronic proxy appointment service (see note 7).
  - You may not use any electronic address provided either in this Notice of Meeting or any related documents to communicate with the Company for any purpose other than as expressly stated.
5. A vote withheld is not a vote in law, which means that the vote will not be counted in the calculation of votes for or against the resolution. If no voting indication is given, your proxy will vote or abstain from voting at his or her discretion. Your proxy will vote (or abstain from voting) as he or she thinks fit in relation to any other matter which is put before the meeting.

## APPOINTMENT OF PROXY BY POST

6. To be effective, the completed and signed proxy form, and any power of attorney or other authority under which it is executed (or a duly certified copy of any such Power of Attorney) must be deposited at the office of the Company's Registrars, Equiniti at Aspect House, Spencer Road, Lancing, BN99 6DA not less than 48 hours (excluding non-business days) before the time for holding the meeting (i.e. by 12 noon on 8th February 2021) and if not so deposited shall be invalid.

## APPOINTMENT OF PROXIES THROUGH CREST

7. CREST members who wish to appoint a proxy or proxies by utilising the CREST electronic proxy appointment service may do so for the AGM and any adjournment(s) of it by using the procedures described in the CREST Manual (available via [www.euroclear.com](http://www.euroclear.com)). CREST personal members or other CREST sponsored members, and those CREST members who have appointed a voting service provider(s), should refer to their CREST sponsor or voting service provider(s), who will be able to take the appropriate action on their behalf.

For a proxy appointment or instructions made using the CREST service to be valid, the appropriate CREST message (a CREST Proxy Instruction) must be properly authenticated in accordance with Euroclear UK & Ireland Limited's (Euroclear) specifications and must contain the information required for such instructions, as described in the CREST Manual. The message, regardless of whether it constitutes the appointment of a proxy or is an amendment to the instruction given to a previously appointed proxy, must, in order to be valid, be transmitted so as to be received by Equiniti (ID RA19) no later than 12 noon on 8th February 2021, or, in the event of an adjournment of the meeting, 48 hours (excluding non-business days) before the adjourned meeting.

For this purpose, the time of receipt will be taken to be the time (as determined by the timestamp applied to the message by the CREST Applications Host) from which the issuer's agent is able to retrieve the message by enquiry to CREST in the manner prescribed by CREST. After this time, any change of instructions to proxies appointed through CREST should be communicated to the appointee through other means.

## APPOINTMENT OF PROXY BY JOINT MEMBERS

8. In the case of joint holders, where more than one of the joint holders completes a proxy appointment, only the appointment submitted by the most senior holder will be accepted. Seniority is determined by the order in which the names of the joint holders appear in the Company's register of members in respect of the joint holding (the first-named being the most senior).

## CHANGING PROXY INSTRUCTIONS

9. Shareholders may change proxy instructions by submitting a new proxy appointment using the methods set out above. Note that the cut-off time for receipt of proxy appointments also apply in relation to amended instructions; any amended proxy appointment received after the relevant cut-off time will be disregarded.

Where you have appointed a proxy using the hard-copy proxy form and would like to change the instructions using another hard-copy proxy form, please contact Equiniti on 0371 384 2030\* or from outside the UK +44 (0) 121 415 7047 or at Aspect House, Spencer Road, Lancing, BN99 6DA.

If you submit more than one valid proxy appointment, the appointment received last before the latest time for the receipt of proxies will take precedence.

## TERMINATION OF PROXY APPOINTMENT

10. A shareholder may change a proxy instruction but to do so you will need to inform the Company in writing by sending a signed hard-copy notice clearly stating your intention to revoke your proxy appointment to Equiniti at Aspect House, Spencer Road, Lancing, West Sussex BN99 6DA. In the case of a shareholder which is a company, the revocation notice must be executed under its common seal or signed on its behalf by an officer of the company or an attorney for the company. Any power of attorney or any other authority under which the revocation notice is signed (or a duly certified copy of such power or authority) must be included with the revocation notice.

The revocation notice must be received by Equiniti no later than 12 noon on 8th February 2021.

If you attempt to revoke your proxy appointment but the revocation is received after the time specified, your original proxy appointment will remain valid unless you attend the meeting and vote in person.

In normal circumstances appointment of a proxy does not preclude you from attending the meeting and voting in person and if you have appointed a proxy and attend the Meeting in person, your proxy appointment will automatically be terminated. However, please note the special circumstances of this particular AGM.

A shareholder may not use any electronic address provided either in this notice of AGM or any related documents (including the Chairman's letter and proxy form) to communicate with the Company for any purpose other than those expressly stated.

\*Lines are open from 8:30am to 5:30pm, Monday to Friday, excluding public holidays in England and Wales.

## CORPORATE REPRESENTATIVES

11. A corporation which is a shareholder can appoint one or more corporate representatives who may exercise, on its behalf, all its powers as a shareholder provided that no more than one corporate representative exercises powers over the same share.

## ISSUED SHARES AND TOTAL VOTING RIGHTS

12. As at 16 December 2020 (being the latest practicable date prior to publication of this notice), the Company's issued share capital comprised 30,837,653 ordinary shares of £0.01 each. Each ordinary share carries the right to one vote at a general meeting of the Company and, therefore, the total number of voting rights in the share capital of the Company as at 16 December 2020 is 30,837,653.

## ENTITLEMENT TO ATTEND AND VOTE

13. Pursuant to Regulation 41 of the Uncertificated Securities Regulations 2001 and article 38.1 of the articles of association of the Company, to be entitled to attend and vote at the meeting (and for the purpose of the determination by the Company of the votes they may cast) shareholders must be registered in the register of members of the Company at 6.30p.m. (UK time) on 8th February 2021 (or, in the event of any adjournment 6.30p.m. (UK time) on the date which is two business days before the date of the adjourned meeting). Changes to the register of members after the relevant deadline shall be disregarded in determining the rights of any person to attend and vote at the meeting.
14. Voting on all resolutions will be conducted by way of a poll rather than on a show of hands. This is a more transparent method of voting as shareholders' votes are counted according to the number of shares registered in their names.

As soon as practicable following the meeting, the results of the voting will be announced via a regulatory information service and also placed on the Company's website.

## DOCUMENTS AVAILABLE FOR INSPECTION

15. Copies of the service contracts of the executive directors and the non-executive directors' letters of appointment together with the existing articles of association of the Company and the financial statements for the period ended 30 September 2020 will be available for inspection, subject to any UK Government public health restrictions, at the registered office of the Company between 10am and 4pm Thursday to Tuesday up to the day of the AGM and at the venue for the AGM from at least 15 minutes prior to the time fixed for the AGM until the end of the AGM.

## COMMUNICATION

Except as provided above, shareholders who have general queries about the meeting or need additional proxy forms should use the following means of communication (no other methods of communication will be accepted):

- By post to the Company's registered office, details of which are below:

Address: The Company Secretary Unit 16 Parkway Centre, Coulby Newham Middlesbrough TS8 0TJ

# Explanatory notes to the Notice of Annual General Meeting

Of Ramsdens Holdings PLC

## GENERAL

The notes on the following pages give an explanation of the proposed resolutions. Resolutions 1 – 10 are proposed as ordinary resolutions. This means that for each of those resolutions to be passed, more than half of the votes cast must be in favour of the resolutions.

Resolution 11 is proposed as a special resolution. This means that for this resolution to be passed, at least three quarters of the votes cast must be in favour of the resolution.

## RESOLUTION 1 – ANNUAL FINANCIAL STATEMENTS

For each financial year the directors of the Company must present the audited financial statements, the director's report and the auditor's report on the financial statements to the shareholders at a general meeting. A copy of those financial statements and reports are available on the Company's website at [www.ramsdensplc.com](http://www.ramsdensplc.com).

## RESOLUTION 2 – DIRECTORS REMUNERATION REPORT

Shareholders are asked to approve the director's remuneration report which may be found in the annual report on pages 40 to 42. This resolution is an advisory one and no entitlement to remuneration is conditional on the resolution being passed.

## RESOLUTIONS 3 TO 7 – RE-ELECTION OF DIRECTORS

Under article 24.4.1 of the Company's Articles of Association, all of the directors are required to retire from office at the first annual general meeting of the Company and may offer themselves for reappointment. Article 24.4.2 provides that at every subsequent

annual general meeting, any director appointed since the last annual general meeting must retire from office, as must any director who was not appointed or reappointed at one of the preceding two annual general meetings. Such retiring directors may offer themselves for reappointment. However in accordance with the recommendations of the UK Corporate Governance Code the directors intend that all directors will offer themselves for re-election at each AGM. Each director, being eligible, offers himself for reappointment at the AGM. Brief biographical details of each of the directors is set out on pages 28 to 29 of the 2020 financial statements.

## RESOLUTIONS 8 AND 9 – RE-APPOINTMENT OF AUDITORS

The Company is required at each general meeting at which financial statements are presented to shareholders to appoint auditors who will remain in office until the next such meeting.

Ernst & Young LLP have expressed their willingness to continue in office for another year.

In accordance with Company law and corporate governance best practice shareholders are also asked to authorise the directors to determine the auditors' remuneration.

## RESOLUTION 10 – AUTHORITY TO ALLOT SHARES

Under section 551 of the Companies Act 2006, the directors of a company may only allot shares or grant rights to subscribe for, or to convert any security, into shares in the company if authorised to do so. The purpose of this resolution is to renew the director's power to allot shares.

In line with guidance issued by the Investment Association, this resolution proposes that authority be granted, in substitution for the existing authority, to allot shares up to:

- A. up to £22,782.12 in connection with a share option scheme or arrangement. This amount, together with the admission awards granted under the Ramsdens 2017, 2018, 2019 Long Term Incentive Plans amount in aggregate to 10% of the issued share capital of the Company as at 16 December 2020; and
- B. a maximum amount of £102,792.18 representing approximately one third of the Company's issued ordinary share capital as at 16 December 2020, being the latest practicable date prior to publication of this notice.

The authorities will expire fifteen months after the passing of the resolution, or if earlier, at the conclusion of the next Annual General Meeting to be held in 2022 unless previously renewed, revoked or varied by the Company. It is the intention of the directors to renew these authorities annually at each annual general meeting.

As at 16 December 2020 no shares were held by the Company in treasury.

## RESOLUTION 11 – AUTHORITY TO DISAPPLY PRE-EMPTION RIGHTS

If new shares are to be allotted for cash, section 561(1) of the Companies Act 2006 requires that those shares are offered first to existing shareholders pro rata to their holding. An offer of this type is called a "rights issue" and the entitlement to be offered a new share is known as a "pre-emption right".

There may be circumstances, however, where it is in the interests of the Company for the directors to allot shares other than to

shareholders in proportion to their existing holding or otherwise and strictly in compliance with the requirements of the Companies Act 2006. This cannot be done under the Companies Act 2006 unless the shareholders first waive their pre-emption rights.

Resolution 11 asks shareholders to waive their pre-emption rights, but only for new shares equal to up to 2,278,212 new shares in connection with an employee share option scheme or arrangement. This includes the aggregate of 805,554 ordinary shares the subject of admission awards under the Ramsdens 2017 Long Term Incentive Plan, 220,000 ordinary shares the subject of awards under the Ramsdens 2018 Long Term Incentive Plan and 235,000 ordinary shares the subject of awards under the Ramsdens 2019 Long Term Incentive Plan, and amounts in aggregate to 10% of the current issued share capital of the Company.

Resolution 11 also seeks authority to allot securities in connection with a rights issue or other pre-emptive issue. The benefit to the Company of obtaining such authority on an annual basis is that it would allow the Company to implement a rights issue or other pre-emptive issue without the need to call an additional general meeting. This would shorten the implementation timetable of such a rights issue.

There are legal, regulatory and practical reasons why it may not always be possible to issue new shares under a rights issue to some shareholders, particularly those resident overseas. To cater for this, resolution 11 in authorising the directors to allot new shares by way of a rights issue, also permits the directors to make appropriate exclusions or arrangements to deal with such difficulties.

In addition, other than in connection with an employee share option scheme or arrangement or a rights issue or other pre-emptive issue, resolution 11 also asks shareholders to waive their pre-emption rights but only for new shares equal to 5% of the Company's issued ordinary share capital as at the date of the notice of this meeting. The directors will be able to use this power without obtaining further authority from shareholders before they allot new shares covered by it. However by setting the limit of 5% the interests of existing shareholders are protected, as their proportionate interests in the Company cannot, without their agreement, be reduced by more than 5% by the issue of new shares for cash to new shareholders. If the shareholders wish, other than by rights issue, to allot for cash new shares which would exceed this limit, they would first have to ask the Company's shareholders to waive their pre-emption rights in respect of that proportion of new shares which exceeds the 5% ceiling.

The power given by Resolution 11 will, unless sooner revoked or renewed by the Company last until fifteen months after the passing of the resolution or, if earlier, conclusion of the next annual general meeting of the Company to be held in 2022.

It is the intention of the directors to renew this authority annually at each annual general meeting. The directors have no present intention of exercising the authority sought pursuant to this resolution, other than in respect of an employee share option scheme or arrangement, but considers it desirable to allow the Company to retain flexibility. This authority is in line with investor guidelines.