

Doug Webb

July 2024

Dear Doug

2024 Non-Executive Director Fee Review

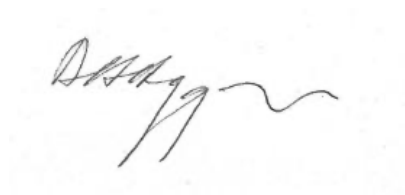
I am pleased to confirm that a Committee of the Board consisting of myself, Louise Beardmore and Phil Aspin has reviewed the fee structure of the non-executive members of the Board. Following this review the base fee paid to non-executive directors has increased to £77,600 per annum with effect from 1 July 2024.

In addition, you will receive an additional fee of £17,000 per annum for your additional duties as Chair of the Audit Committee and Chair of the Treasury Committee.

There are no other changes to the terms and conditions governing your role as a non-executive director of the Company as outlined in my letter to you of 3 August 2020.

Thank you for your continued support and commitment to the Company.

Yours sincerely



Sir David Higgins
Chairman

