

Liam Butterworth

July 2024

Dear Liam

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 £14,300 per annum for your additional duties as Chair of the ESG Committee, which will commence from 19th July 2024.

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 December 2021.

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

Yours sincerely

Sir David Higgins
Chairman