

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

11 March 2024 at 11am

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 11am on 7 March 2024.

22 January 2024

Dear Shareholder

ANNUAL GENERAL MEETING

The Annual General Meeting (the “AGM”) of Ramsdens Holdings PLC (the “Company”) will be held at Middlesbrough FC Riverside Stadium, Middlehaven Way, Middlesbrough TS3 6RS at 11am on 11 March 2024. 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 eighth AGM since the shares in the Company were admitted to trading on AIM on 15 February 2017.

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 year ended 30 September 2023, 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:

- Annual Report for the financial year ended 30 September 2023
- 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, Lindsey Carter, 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 1,736,652 ordinary shares representing approximately 5 per cent of the issued share capital of the Company.


Yours sincerely



ANDREW MEEHAN

Non-Executive Chairman

22 January 2024

 100% recycled paper...Ramsdens doing their bit to help the environment
Visit us at 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

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 Middlesbrough FC Riverside Stadium, Middlehaven Way, Middlesbrough TS3 6RS at 11am on 11 March 2024 for the purpose of considering and, if thought fit, passing the following resolutions, of which resolutions 1 to 11 (inclusive) will be proposed as ordinary resolutions and resolution 12 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 year ended 30 September 2023.

DIRECTORS' REMUNERATION REPORT

2. To approve the report of the board to the members on directors' remuneration for the year ended 30 September 2023.

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 Karen Ingham as a director of the Company.

FINAL DIVIDEND

8. To declare a final dividend for the year ended 30 September 2023 of 7.1 pence per share payable on 22 March 2024 to shareholders on the register of members at the close of business on 16 February 2024.

RE-APPOINTMENT OF AUDITORS

9. To re-appoint Grant Thornton UK 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.
10. To authorise the directors to fix the auditor's remuneration.

AUTHORITY TO ALLOT SHARES

11. 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 £105,716.60 (such amount to be reduced by the nominal amount of any equity securities allotted under paragraph (B) below in excess of £105,716.60 ; and
 - B. up to an aggregate nominal amount of £211,433.20 (such amount to be reduced by the nominal amount of any shares allotted or rights granted under paragraph (A) above) in connection with an offer by way of a rights issue:

- a) to holders of ordinary shares in proportion (as nearly as may be practicable) to their existing holding; and
- b) to holders of other equity securities if this is required by the rights of those securities or, if the directors consider it necessary as permitted by the rights of those securities, and so that the directors may make such exclusions or other arrangements as they consider expedient in relation to treasury shares, fractional entitlements, record dates, shares represented by depositary receipts, legal or practical problems under the laws in any territory or the requirements of any, relevant regulatory body or stock exchange;

and 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 or rights to be granted after the expiry of such period and the directors of the Company may allot equity securities or grant rights 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

12. That, subject to and conditional upon the passing of resolution 11 above, the directors of the Company are generally empowered pursuant to section 570 of the Act to exercise all powers of the Company to allot equity securities (as defined in section 560(1) of the Act) for cash pursuant to the authority conferred upon them by resolution 11 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 (other than pursuant to paragraphs B and C below) up to an aggregate nominal amount of £31,714.98 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 (i) 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 (ii) in favour of the holders of other equity securities if this is required by the rights of those securities; 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 or otherwise; and
 - C. the allotment (otherwise than pursuant to sub paragraphs A and B above) of equity securities up to an aggregate nominal amount of £31,714.98 (being equal to approximately ten per cent of the issued share capital of the Company as at 22 January 2024); and,
 - D. to the allotment of equity securities (otherwise than under paragraph A or paragraph B or paragraph C above) up to a nominal amount equal to 20% of any allotment of equity securities or sale of treasury shares from time to time under paragraph C above, such authority to be used only for the purposes of making a follow-on offer which the Board of the Company determines to be of a kind contemplated by paragraph 3 of Section 2B of the Statement of Principles on Disapplying Pre-Emption Rights most recently published by the Pre-Emption Group prior to the date of this notice 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



LINDSEY CARTER

Company Secretary

22 January 2024

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

Notes

ENTITLEMENT TO ATTEND AND VOTE

1. Only those shareholders registered in the Company's register of members at:
 - 6.30 pm on 7 March 2024; 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 11am on 7 March 2024) 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). 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 11am on 7 March 2024, 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 VIA PROXIMITY

8. If you are an institutional investor, you may be able to appoint a proxy electronically via the Proximity platform, a process which has been agreed by the Company and approved by the Registrar. For further information regarding Proximity, please go to www.proximity.io. Your proxy must be lodged by 11am on 7 March 2024 in order to be considered valid. Before you can appoint a proxy via this process you will need to agree to Proximity's associated terms and conditions. It is important you read these carefully as you will be bound by them, and they will govern the electronic appointment of your proxy.

APPOINTMENT OF PROXY BY JOINT MEMBERS

9. 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

10. 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 at www.shareview.co.uk 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

11. 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 11am on 7 March 2024.

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.

CORPORATE REPRESENTATIVES

12. 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

13. As at 22 January 2024 (being the latest practicable date prior to publication of this notice), the Company's issued share capital comprised 31,714,982 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 22 January 2024 is 31,714,982.

ENTITLEMENT TO ATTEND AND VOTE

14. 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 7 March 2024 (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.
15. 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

16. 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 year ended 30 September 2023 will be available for inspection, subject to any UK Government public health restrictions, at the registered office of the Company between 10am and 4pm Monday to Friday 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

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.

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 – 11 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 12 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.

RESOLUTION 2 – DIRECTORS' REMUNERATION REPORT

Shareholders are asked to approve the directors' remuneration report which may be found in the annual report on pages 51 to 53. 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 42 to 43 of the 2023 financial statements.

RESOLUTION 8 TO DECLARE A DIVIDEND OF 7.1 PENCE PER ORDINARY SHARE

Subject to the provisions of the Companies Acts, the Company may by ordinary resolution declare dividends, but no dividend shall exceed the amount recommended by the board of directors. The board of directors recommends the payment of a final dividend of 7.1 pence per ordinary share to be payable on 22 March 2024 to shareholders registered at close of business on 16 February 2024.

RESOLUTIONS 9 AND 10 – 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.

Grant Thornton UK 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 11 – 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.

The Investment Association regards as routine a request by a company seeking an annual authority to allot new shares in an amount of up to a third of the existing issued share capital. In addition, the Investment Association will also regard as routine a request for authority to allot up to two thirds of the existing issued share capital provided that any amount in excess of one third is reserved for fully pre-emptive rights issues.

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. a maximum nominal amount of £105,716.60 representing approximately one third of the Company's issued ordinary share capital as at 22 January 2024, being the latest practicable date prior to publication of this notice; and
- B. a maximum nominal amount of £211,433.20 (including the shares referred to in paragraph A of Resolution 11), in connection with a pre-emptive offer by way of a rights issue to ordinary shareholders, representing approximately two-thirds of the Company's issued share capital calculated as at 22 January 2024 (being the latest practicable date prior to publication of this document).

The directors have no present intention of exercising the authority conferred by paragraph B of Resolution 11. However, if they do exercise the authority, the directors will have due regard to best practice as regards its use including the recommendations of the Investment Association.

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 2025 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 22 January 2024 no shares were held by the Company in treasury.

RESOLUTION 12 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 12 asks shareholders to waive their pre-emption rights in certain circumstances.

Resolution 12 seeks authority from shareholders to waive their pre-emption rights for the issue of new shares equal to up to 3,171,498 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, 73,425 ordinary shares the subject of awards under the Ramsdens 2019 Long Term Incentive Plan, 462,500 ordinary shares the subject of awards under the Ramsdens 2021 Long Term Incentive Plan, 448,500 ordinary shares the subject of awards under the Ramsdens 2022 Long Term Incentive Scheme (LTIP & CSOP) and 508,000 ordinary shares the subject of awards under the Ramsdens 2023 Long Term Incentive Scheme (LTIP and CSOP).

Resolution 12 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 12 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 12 also asks shareholders to waive their pre-emption rights but only for new shares equal to a maximum aggregate nominal amount of £31,714.98, being approximately 10% 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. This is in accordance with the latest published amendments set out in the Statement of Principles on Disapplying Pre-Emption Rights by the Pre-Emption Group.

However, by setting the limit of 10% the interests of existing shareholders are protected, as their proportionate interests in the Company cannot, without their agreement, be reduced by more than 10% 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 10% ceiling.

Paragraph D of Resolution 12 also seeks authority for a further 2% to be available for a follow on offer to retail investors and existing shareholders which is also in accordance with the most recently published amendments set out in the Statement of Principles on Disapplying Pre-Emption Rights by the Pre-Emption Group. This follows the trend for retail participation in non pre-emptive offers.

The power given by Resolution 12 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 2025.

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.