

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

If you are in any doubt as to any aspect of the proposals referred to in this document, or as to the action you should take, you should seek your own advice from a stockbroker, solicitor, accountant or other professional adviser.

If you have sold or otherwise transferred all of your shares, please pass this document together with the accompanying documents 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.

# **HSS HIRE GROUP PLC**

(incorporated and registered in England and Wales under number 09378067)

## **NOTICE OF ANNUAL GENERAL MEETING**

Notice of the Annual General Meeting (**AGM**) of HSS Hire Group plc (the Company) to be held at 11:00 a.m. on 26 June 2024 at Hilton Garden Inn Heathrow, Pavilion Centre, Eastern Perimeter Road, Hatton Cross, Heathrow, TW6 2SQ is set out in this circular.

Whether or not you propose to attend the AGM, please complete and submit the enclosed proxy form in accordance with the instructions printed on it. The proxy form must be received by the Company's registrars, Equiniti, by no later than 11:00 a.m. on 24 June 2024.

The proxy can be submitted electronically, as described on the form, or the proxy form can be delivered by post or hand to Equiniti Limited, Aspect House, Spencer Road, Lancing, BN99 6DA.

# CHAIRMAN'S LETTER

**HSS Hire Group plc**

(incorporated and registered in England and Wales under number 09378067)

**Registered Office:**

Building 2, Think Park  
Mosley Road  
Manchester  
M17 1FQ

21 May 2024

To the holders of ordinary shares of £0.01 each in the capital of the Company (Ordinary Shares).

**Notice of Annual General Meeting**

Dear Shareholder,

I am pleased to be writing to you with details of our AGM, which we are holding at 11:00 a.m. on 26 June 2024 at Hilton Garden Inn Heathrow, Pavilion Centre, Eastern Perimeter Road, Hatton Cross, Heathrow, TW6 2SQ. The formal notice of the AGM is set out on pages 3 to 4 of this document.

**Final dividend**

The Board is proposing a final dividend for the 52 weeks ended 30 December 2023 of 0.38p per share, bringing the full year dividend to 0.56p. An ordinary resolution is proposed in this regard.

**Explanatory notes**

Explanatory notes on all the business to be considered at this year's AGM appear on pages 5 to 8 of this document.

**Recommendation**

The directors consider that all the resolutions to be put to the AGM are in the best interests of the Company and its shareholders as a whole and will promote the success of the Company for their benefit. The Board will be voting in favour of them and unanimously recommends that you do so as well.

**Action to be taken**

If you would like to vote on the resolutions but cannot attend the AGM in person, the proxy form sent to you with this notice can be completed or it can be downloaded at [hsshiregroup.com](http://hsshiregroup.com) and completed in accordance with the instructions therein, including your full name, post code and shareholder reference number, if known. Once completed and signed, return it by post to Equiniti Limited, Aspect House, Spencer Road, Lancing, BN99 6DA. All proxies must be received by the Company's registrars, Equiniti, as soon as possible and in any event so as to reach Equiniti by no later than 11:00 a.m. on 24 June 2024.

**Attendance at the AGM**

If you will be attending this year's AGM, please email our Company Secretarial team to advise of your attendance (email: [legalcosec@hss.com](mailto:legalcosec@hss.com)).

Yours faithfully,

**Alan Peterson**

Chairman

# HSS HIRE GROUP PLC

## NOTICE OF ANNUAL GENERAL MEETING

This year's AGM will be held at 11:00 a.m. on 26 June 2024 at Hilton Garden Inn Heathrow, Pavilion Centre, Eastern Perimeter Road, Hatton Cross, Heathrow, TW6 2SQ. You are being asked to consider and pass the resolutions below. Resolutions 14 to 16 (inclusive) will be proposed as special resolutions. All other resolutions will be proposed as ordinary resolutions.

### Ordinary resolutions

1. To receive the accounts of the Company for the financial year ended 30 December 2023 and the report of the directors and auditors thereon.
  2. To receive and approve the directors' remuneration report contained within the annual report and accounts for the financial year ended 30 December 2023.
  3. To re-elect Alan Peterson as a director of the Company who retires in accordance with article 115 of the Company's articles of association (the Articles) with effect from the end of the AGM.
  4. To re-elect Amanda Burton as a director of the Company who retires in accordance with article 115 of the Articles with effect from the end of the AGM.
  5. To re-elect Douglas Robertson as a director of the Company who retires in accordance with article 115 of the Articles with effect from the end of the AGM.
  6. To re-elect Thomas Sweet-Escott as a director of the Company who retires in accordance with article 115 of the Articles with effect from the end of the AGM.
  7. To re-elect Steve Ashmore as a director of the Company who retires in accordance with article 115 of the Articles with effect from the end of the AGM.
  8. To re-elect Paul Quedest as a director of the Company who retires in accordance with article 115 of the Articles with effect from the end of the AGM.
  9. To re-appoint BDO LLP as the Company's auditors until the conclusion of the next general meeting of the Company at which accounts are laid.
  10. To authorise the directors to agree the auditors' remuneration.
  11. To declare a final dividend of 0.38 pence per ordinary share in respect of the year ended 30 December 2023.
  12. That:
    - (a) the directors of the Company (the Board) be generally and unconditionally authorised for the purposes of section 551 of the Companies Act 2006 (the Act) to:
      - (i) allot shares in the Company, and to grant rights to subscribe for or to convert any security into shares in the Company:
        - (A) up to an aggregate nominal amount of £2,349,958; and
        - (B) comprising equity securities (as defined in the Act) up to an aggregate nominal amount of £4,699,919 (including within such limit any shares issued or rights granted under paragraph 12(a)(i)(A) above) in connection with or pursuant to an offer or invitation by way of a fully pre-emptive offer:
      - (ii) to holders of Ordinary Shares in proportion (as nearly as may be practicable) to their existing holdings; and
      - (iii) to people who are 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 impose any limits or restrictions and make any arrangements which they consider necessary or appropriate to deal with treasury shares, fractional entitlements, record dates, legal, regulatory or practical problems which may arise under the laws of or the requirements of any regulatory body or stock exchange in any territory or any other matter whatsoever;
- for a period expiring (unless previously renewed, varied or revoked by the Company in general meeting) at the end of the next AGM of the Company after the date on which this resolution is passed (or, if earlier, at the close of business on the date that is 15 months after the date this resolution is passed); and
- (ii) make an offer or agreement which would or might require shares to be allotted, or rights to subscribe for or convert any security into shares to be granted, after expiry of this authority and the directors may allot shares and grant rights in pursuance of that offer or agreement as if this authority had not expired;
- (b) subject to paragraph 12(c) below, all existing authorities given to the directors pursuant to section 551 of the Act be revoked by this resolution; and
  - (c) paragraph 12(b) above shall be without prejudice to the continuing authority of the directors to allot shares, or grant rights to subscribe for or convert any security into shares, pursuant to an offer or agreement made by the Company before the expiry of the authority pursuant to which such offer or agreement was made.
13. That the Company and any company which is a subsidiary of the Company at the time this resolution is passed or becomes a subsidiary of the Company at any time during the period for which this resolution has effect be generally authorised to:
    - (a) make political donations to political parties and/or independent election candidates not exceeding £100,000;
    - (b) make political donations to political organisations other than political parties not exceeding £100,000; and
    - (c) incur political expenditure not exceeding £100,000,
 provided that the total amount of all such donations and expenditure made by all companies to which this authority relates shall not exceed £100,000. This authority shall expire at the close of the annual general meeting of the Company held in 2025 or 18 months from the date of this resolution (whichever is earlier). Words and expressions used in this resolution that are defined for the purpose of Part 14 of the Act shall have the same meaning for the purpose of this resolution.

### Special resolutions

14. That, if Resolution 12 is passed, the Board be authorised to allot equity securities (as defined in the Act) for cash under the authority given by that resolution and/or to sell ordinary shares held by the Company as treasury shares for cash as if section 561 of the Act did not apply to any such allotment or sale, such authority to be limited:

- (a) to the allotment of equity securities in connection with an offer of equity securities (but in the case of the authority granted under Resolution 12(a)(i)(B), by way of a fully pre-emptive offer only):
  - (i) to the holders of Ordinary Shares in proportion (or as nearly as may be practicable) to their existing holdings; and
  - (ii) to people who hold 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,

except that the directors may impose any limits or restrictions and make arrangements which they consider necessary or appropriate to deal with treasury shares, fractional entitlements, record dates, legal, regulatory or practical problems which may arise under the laws of or the requirements of, any regulatory body or stock exchange in any territory or any other matter whatsoever;

- (b) to the allotment of equity securities or sale of treasury shares (otherwise than under paragraph 14(a) above) up to a nominal amount of £704,986; and
- (c) to the allotment of equity securities or sale of treasury shares (otherwise than under paragraph 14(a) or paragraph 14(b) 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 14(b) 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 authority to expire (unless previously renewed, varied or revoked by the Company in general meeting) at the end of the next AGM of the Company (or, if earlier, at the close of business on 26 September 2025 but, in each case, prior to its expiry the Company may make offers, and enter into agreements, which would, or might, require equity securities to be allotted (and treasury shares to be sold) after the authority expires and the Board may allot equity securities (and sell treasury shares) under any such offer or agreement as if the authority had not expired.

15. That, if Resolution 12 is passed, the Board be authorised in addition to any authority granted under Resolution 14 to allot equity securities (as defined in the Act) for cash under the authority given by that resolution and/or to sell ordinary shares held by the Company as treasury shares for cash as if section 561 of the Act did not apply to any such allotment or sale such authority to be:

- (a) limited to the allotment of equity securities or sale of treasury shares up to a nominal amount of £704,986 such authority to be used only for the purposes of financing (or refinancing, if the authority is to be used within 12 months after the original transaction) a transaction which the Board of the Company determines to be either an acquisition or a specified capital investment of a kind contemplated by the Statement of Principles on Disapplying Pre-Emption Rights most recently published by the Pre-Emption Group prior to the date of this notice; and

- (b) limited to the allotment of equity securities or sale of treasury shares (otherwise than under paragraph 15(a) 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 15(a) 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 authority to expire (unless previously renewed, varied or revoked by the Company in general meeting) at the end of the next AGM of the Company (or, if earlier, at the close of business on 26 September 2025 but, in each case, prior to its expiry the Company may make offers, and enter into agreements, which would, or might, require equity securities to be allotted (and treasury shares to be sold) after the authority expires and the Board may allot equity securities (and sell treasury shares) under any such offer or agreement as if the authority had not expired.

16. That the Company be and is hereby generally and unconditionally authorised to make market purchases (within the meaning of section 693(4) of the Act) of its Ordinary Shares, subject to the following conditions:

- (a) the maximum number of Ordinary Shares authorised to be purchased is 105,748,193;
- (b) the minimum price (exclusive of expenses) which may be paid for an Ordinary Share is £0.01 (being the nominal value of an Ordinary Share);
- (c) the maximum price (exclusive of expenses) which may be paid for each Ordinary Share is the higher of:
  - (i) an amount equal to 105% of the average of the middle market quotations of an Ordinary Share as derived from the London Stock Exchange Daily Official List for the five business days immediately preceding the day on which the Ordinary Share is contracted to be purchased; and
  - (ii) an amount equal to the higher of the price of the last independent trade of an Ordinary Share and the highest current independent bid for an Ordinary Share on a trading venue where the purchase is carried out;
- (d) this authority shall expire at the close of the AGM of the Company held in 2025 (or, if earlier, at the close of business on the date that is 18 months after the date this resolution is passed); and
- (e) a contract to purchase shares under this authority may be made before the expiry of this authority, and concluded in whole or in part after the expiry of this authority.

21 May 2024

By order of the Board

**Daniel Joll**  
Company Secretary

Registered Office:

Building 2, Think Park  
Mosley Road  
Manchester  
M17 1FQ

Registered in England and Wales No. 09378067

## NOTES

### Entitlement to attend and vote

1. The right to attend and vote at the AGM is determined by reference to the Company's register of members. Only a member entered in the register of members at 6.30 p.m. on 24 June 2024 (or, if the AGM is adjourned, in the register of members at 6.30 p.m. two business days before any adjourned AGM) is entitled to attend and vote at the AGM and a member may vote in respect of the number of Ordinary Shares registered in the member's name at that time. Changes to the entries in the register of members after that time shall be disregarded in determining the rights of any person to attend and vote at the AGM.

### Proxies

2. Members are entitled to appoint a proxy to exercise all or any of their rights to attend and to speak and vote on their behalf at the AGM. A shareholder may appoint more than one proxy in relation to the AGM provided that each proxy is appointed to exercise the rights attached to a different share or shares held by that shareholder. A proxy need not be a shareholder of the Company. A proxy form which may be used to make such appointment and give proxy instructions accompanies this notice. If you do not have a proxy form and believe that you should have one, or if you require additional forms, it is available to download at [hsshiregroup.com](http://hsshiregroup.com).

A shareholder may only appoint a proxy or proxies by:

- going to [www.shareview.co.uk](http://www.shareview.co.uk) and following the instructions provided;
- if they are a user of the CREST system (including CREST personal members), having an appropriate CREST message transmitted; or
- completing and returning the proxy form enclosed in this pack or a downloaded proxy form to the Company's registrars, Equiniti. The proxy form can be returned by post to the address indicated on the proxy form.

### Shareview

3. You can register the appointment of a proxy or proxies, or voting instructions for the AGM, electronically by creating an online portfolio at [www.shareview.co.uk](http://www.shareview.co.uk). You will need your Shareholder Reference Number printed on your proxy form. Once logged in simply click "View" on the "My Investments" page, click on the link to vote and follow the on-screen instructions. Full details of the procedure are given on the website, [www.shareview.co.uk](http://www.shareview.co.uk). The proxy appointment and/or voting instructions must be received by Equiniti by 11:00 a.m. on 24 June 2024. Please note that any electronic communication sent to the Company or Equiniti that is found to contain a computer virus will not be accepted. The use of the internet service in connection with the AGM is governed by Equiniti's conditions of use set out on the website, [www.shareview.co.uk](http://www.shareview.co.uk), which may be read by logging on to that site.

### CREST

4. CREST members who wish to appoint a proxy or proxies through the CREST electronic proxy appointment service may do so for the AGM to be held on 26 June 2024 and any adjournment(s) thereof by using the procedures described in the CREST manual (available at [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.

In order for a proxy appointment or instruction 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 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 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) by 11:00 a.m. on 24 June 2024. 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 Equiniti 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.

CREST members and, where applicable, their CREST sponsors or voting service providers should note that Euroclear does not make available special procedures in CREST for any particular messages. Normal system timings and limitations will therefore apply in relation to the input of CREST proxy instructions. It is the responsibility of the CREST member concerned to take (or, if the CREST member is a CREST personal member or sponsored member or has appointed a voting service provider(s), to procure that his CREST sponsor or voting service provider(s) take(s)) such action as shall be necessary to ensure that a message is transmitted by means of the CREST system by any particular time. In this connection, CREST members and, where applicable, their CREST sponsors or voting service providers are referred, in particular, to those sections of the CREST manual concerning practical limitations of the CREST system and timings. CREST personal members, sponsored members and CREST members who have appointed a voting service provider(s) should contact their CREST sponsor or voting service provider(s) for assistance with appointing proxies via CREST. If you are an institutional investor you may be able to appoint a proxy electronically via the Proxymity platform, a process which has been agreed by the Company and approved by the Registrar. For further information regarding Proxymity, please go to [www.proxymity.io](http://www.proxymity.io). Your proxy must be lodged by 11:00 a.m. on 24 June 2024 in order to be considered valid. Before you can appoint a proxy via this process you will need to have agreed to Proxymity's associated terms and conditions. It is important that you read these carefully as you will be bound by them and they will govern the electronic appointment of your proxy.

The Company may treat as invalid a CREST proxy instruction in the circumstances set out in Regulation 35(5)(a) of the Uncertificated Securities Regulations 2001.

Further details of the appointment of proxies are given in the notes to the proxy form enclosed with this pack.

You may not use any electronic address provided in this notice of AGM (including the Chairman's letter and proxy form) to communicate with the Company for any purposes other than those expressly stated. To appoint more than one proxy, please fill in a separate copy of the proxy form. We advise that shareholders should appoint the Chair of the meeting as their proxy. This will ensure your votes are cast in accordance with your wishes.

**IMPORTANT: In any case your proxy form must be received by the Company's registrars, Equiniti, by no later than 11:00 a.m. on 24 June 2024.**

### Corporate representatives

5. Any corporation which is a member can appoint one or more corporate representatives who may exercise on its behalf all of its powers, provided that if two or more representatives purport to vote in respect of the same shares:

- if they purport to exercise the power in the same way as each other, the power is treated as exercised in that way; and
- in other cases, the power is treated as not exercised.

### Issued share capital and total voting rights

6. As at 16 May 2024 (being the latest practicable date prior to the publication of this notice) the Company's issued share capital consisted of 704,987,954 Ordinary Shares, carrying one vote each. Therefore, the total number of voting rights in the Company as at 16 May 2024 is 704,987,954.

### Members' requests under section 527 of the Act

7. Under section 527 of the Act, members meeting the threshold requirements set out in that section have the right to require the Company to publish a statement on a website setting out any matter relating to:

- the audit of the Company's accounts (including the auditors' report and the conduct of the audit) that are to be laid before the AGM; or
- any circumstance connected with an auditor of the Company ceasing to hold office since the previous meeting at which annual accounts and reports were laid.

The Company may not require the shareholders requesting any such website publication to pay its expenses in complying with sections 527 or 528 of the Act. Where the Company is required to place a statement on a website under section 527 of the Act, it must forward the statement to the Company's auditor not later than the time when it makes the statement available on the website. The business which may be dealt with at the AGM includes any statement that the Company has been required under section 527 of the Act to publish on a website.

### Members' rights to ask questions

8. Any member attending the AGM has the right to ask questions. The Company must cause to be answered any such question relating to the business being dealt with at the AGM but no such answer need be given if:

- to do so would interfere unduly with the preparation for the AGM or involve the disclosure of confidential information;
- the answer has already been given on a website in the form of an answer to a question; or
- it is undesirable in the interests of the Company or the good order of the AGM that the question be answered.

### Members' resolutions and matters under section 338 of the Act

9. Under section 338 of the Act, members meeting the threshold requirements in that section have the right to require the Company to give, to members of the Company entitled to receive notice of the AGM, notice of a resolution to be moved at the AGM unless: (a) it would, if passed, be ineffective; (b) it is defamatory of any person; or (c) it is frivolous or vexatious. Such a request may be in hard copy form or in electronic form, must identify the resolution of which notice is to be given or the matter to be included in the business, must be authorised by the person or persons making it, must be received by the Company not later than 14 May 2024, being the date six clear weeks before the AGM.

### Inspection of documents

10. The following documents will be available for inspection at Hilton Garden Inn Heathrow, Pavilion Centre, Eastern Perimeter Road, Hatton Cross, Heathrow, TW6 2SQ from 15 minutes before the end of the AGM until the end of the AGM:

- copies of the executive directors' service contracts; and
- copies of the letters of appointment of the non-executive directors

### Website

11. A copy of this notice can be found at [www.hsshiregroup.com](http://www.hsshiregroup.com).

### Voting results

12. The results of the voting at the AGM will be announced through a Regulatory Information Service and will appear on our website [www.hsshiregroup.com](http://www.hsshiregroup.com) as soon as practicable after the AGM.

## EXPLANATORY NOTES TO THE NOTICE OF AGM

The notes on the following pages explain the proposed resolutions.

Resolutions 1 to 13 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 resolution.

Resolutions 14 to 16 are proposed as special resolutions.

This means that for each of those resolutions to be passed, at least three quarters of the votes cast must be in favour of the resolution.

### Resolution 1: Adoption of report and accounts

The directors must present the report of the directors and the accounts of the Company for the year ended 30 December 2023 to shareholders at the AGM. The report of the directors, the accounts, and the report of the Company's auditors on the accounts and on those parts of the directors' remuneration report that are capable of being audited are contained within the annual report and accounts.

### Resolution 2: Approval of directors' remuneration report

The directors' remuneration report, which may be found on pages 65 to 67 of the annual report and accounts, gives details of your directors' remuneration for the year ended 30 December 2023.

As the Company's shares now trade on AIM, the directors' remuneration report is no longer subject to the remuneration reporting regulations of fully listed UK companies. Nevertheless, the Board and its Remuneration Committee believe it appropriate for the Company's shareholders to be provided with an advisory vote regarding the directors' remuneration report. Accordingly, Resolution 2 invites shareholders to approve the directors' remuneration report.

The vote on the directors' remuneration report is advisory in nature in that payments made or promised to directors will not have to be repaid, reduced or withheld in the event that this resolution is not passed.

### Resolutions 3 to 8: Re-election of directors who are retiring under the Articles

Resolutions 3 to 8 propose the re-election of all directors in accordance with the Articles. The re-election of directors will take effect at the conclusion of the AGM.

Biographical details for each of these directors are set out on page 54 of the annual report and accounts. Following the annual evaluation exercise conducted during the year, the Board considers that each of the directors proposed for re-election continues to make an effective and valuable contribution and demonstrates commitment to the role. The Board is content that, with the exception of Alan Peterson and Thomas Sweet-Escott, each non-executive director offering himself for re-election is independent in character and there are no relationships or circumstances likely to affect his or her character or judgement.

Independence is determined by ensuring that, apart from receiving their fees for acting as directors, non-executive directors do not have any other material relationships, arrangements or transactions with the Company's group, its promoters, its management, any controlling shareholders (or associates of controlling shareholders) or the Company's subsidiaries which, in the judgement of the Board, may affect their independence of judgement. Accordingly, the Board unanimously recommends the re-election of these directors.

The Board notes the announcement made on 1 May 2024 in relation to Paul Quested's resignation as a director of the Company. In accordance with the terms of the Articles, Paul Quested will stand for re-election at the AGM and, assuming he is re-elected, he will continue as a director of the Company until he steps down on 1 September 2024.

### Resolutions 9 and 10: Re-appointment of auditors and auditors' remuneration

The auditors of a company must be re-appointed at each general meeting at which accounts are laid. Resolution 9 proposes the re-appointment of the Company's existing auditors, BDO LLP, until the conclusion of the next general meeting of the Company at which accounts are laid. Resolution 10 gives authority to the directors to determine the auditors' remuneration.

### Resolution 11: Declare a final dividend

A final dividend can only be paid if it is recommended by the directors and approved by the shareholders at a general meeting. The directors propose that a final dividend of 0.38 pence per ordinary share be paid on 2 July 2024 to ordinary shareholders who are on the register of members at 6:00pm on 24 May 2024.

### Resolution 12: Authority to allot shares

The Company's directors may only allot shares or grant rights to subscribe for, or convert any security into, shares if authorised to do so by shareholders. The authority conferred on the directors at last year's AGM under section 551 of the Act to allot shares expires on the date of the forthcoming AGM. Accordingly, this resolution seeks to grant a new authority under section 551 of the Act to authorise the directors to allot shares in the Company or grant rights to subscribe for, or convert any security into, shares in the Company and will expire at the conclusion of the next AGM of the Company in 2025 (or, if earlier, at the close of business on the date that is 15 months after the date this resolution is passed).

Paragraph (a)(i)(A) of Resolution 12 will, if passed, authorise the directors to allot shares or grant rights to subscribe for, or to convert any security into, such shares in the Company up to a maximum nominal amount of £2,349,958. This amount represents approximately one-third of the Company's existing issued ordinary share capital (excluding treasury shares) as at 16 May 2024 (being the latest practicable date prior to publication of this notice).

Paragraph (a)(i)(B) of Resolution 12 authorises the directors to allot, including the shares referred to in (a)(i)(A), further of the Company's unissued shares up to an aggregate nominal amount of £4,699,919 in connection with a fully pre-emptive offer (with exclusions to deal with fractional entitlements to shares and overseas shareholders to whom the fully pre-emptive offer cannot be made due to legal and practical problems). This amount represents approximately two-thirds of the Company's existing issued ordinary share capital (excluding treasury shares) as at 16 May 2024 (being the latest practicable date prior to publication of this notice). This is in accordance with the latest guidelines published by the Investment Association in February 2023.

This authority will expire at the conclusion of the AGM of the Company next year (or, if earlier, at the close of business on the date that is 15 months after the date this resolution is passed). The Board considers it is prudent to maintain the flexibility that this authority provides and intends to renew the authority annually.

The Company holds no treasury shares as at 16 May 2024 (being the latest practicable date prior to the publication of this notice). The Company has no present intention of exercising this authority; however, if they do so, the directors intend to follow emerging best practices as regards its use as recommended by the Investment Association.

### **Resolution 13: Authority to make political donations**

It is not proposed or intended to alter the Company's policy of not making political donations, within the normal meaning of that expression. However, it may be that some of the Company's activities may fall within the potentially wide definition of a political donation in the Act and, without the necessary authorisation, the Company's ability to communicate its views effectively to political audiences and to relevant interest groups could be inhibited. Such activities may include briefings at receptions or conferences – where the Company seeks to communicate its views on issues vital to its business interests – including, for example, conferences of a party political nature or of special interest groups in areas relevant to the Company's business.

Accordingly, the Company believes that the authority contained in Resolution 13 is necessary to allow it and its subsidiaries to fund activities which it is in the interests of shareholders that the Company should support. Such authority will enable the Company and its subsidiaries to be sure that they do not, because of any uncertainty as to the bodies or the activities covered by the Act, unintentionally commit a technical breach of the Act. Any expenditure which may be incurred under authority of this resolution will be disclosed in next year's annual report.

### **Resolutions 14 and 15: Disapplication of pre-emption rights**

Under section 561(1) of the Act, if the directors wish to allot ordinary shares, or grant rights to subscribe for, or convert securities into, ordinary shares, or sell treasury shares for cash (other than pursuant to an employee share scheme) they must first offer them to existing shareholders in proportion to their holdings. There may be occasions, however, when the directors need the flexibility to issue shares for cash without a pre-emptive offer to existing shareholders, which can be done under the Act if the shareholders have first waived their pre-emption rights by special resolution. Resolution 14 and Resolution 15 ask shareholders to grant this limited waiver. The resolutions will be proposed as special resolutions.

The authorities being sought by the Company under Resolutions 14 and 15 reflect the recommendations of the Pre-Emption Group's revised Statement of Principles published in November 2022. The Statement of Principles implemented the recommendations of the UK Secondary Capital Raising Review that, subject to certain conditions, non-pre-emptive issuances should be increased from 10% to 20% of a Company's issued share capital. The Board intends to adhere to the provisions in the Pre-emption Group's Statement of Principles, as updated in November 2022.

Resolution 14 contains a three-part waiver. The first part is limited to the allotment of shares for cash in connection with a fully pre-emptive offer and allows the directors to make appropriate exclusions and other arrangements to resolve legal or practical problems which, for example, might arise in relation to overseas shareholders. The second part is limited to the allotment of shares for cash up to an aggregate nominal value of £704,986 (which includes the sale on a non-pre-emptive basis of any shares held in treasury), which represents approximately 10% of the Company's issued ordinary share capital as at 16 May 2024 (being the latest practicable date prior to the publication of this notice). The third part is limited to the allotment of shares for cash (which includes the sale on a non-pre-emptive basis of any shares held in treasury) in connection with a "follow-on" offer to existing shareholders (excluding existing shareholders allocated shares in the initial fundraising) and is limited to an additional 2% of the Company's issued ordinary share capital (i.e. 20% of any allotment of equity securities or sale of treasury shares from time to time under the authority granted pursuant to Resolution 14(b)).

The waiver granted by Resolution 15 is in addition to the waiver granted by Resolution 14 and is a two-part waiver. The first part is limited to the allotment of shares for cash up to an aggregate nominal value of £704,986 (which includes the sale on a non-pre-emptive

basis of any shares held in treasury), which represents a further 10% (approximately) of the Company's issued ordinary share capital as at 16 May 2024 (being the latest practicable date prior to the publication of this notice). This further waiver may only be used for an allotment of shares for cash for the purposes of financing (or refinancing, if the waiver is used within 12 months of the original transaction) a transaction which the directors determine to be an acquisition or other capital investment of a kind contemplated by the Pre-emption Group's Statement of Principles most recently published prior to the date of this notice. The second part is limited to the allotment of shares for cash (which includes the sale on a non-pre-emptive basis of any shares held in treasury) in connection with a "follow-on" offer to existing shareholders (excluding existing shareholders allocated shares in the initial fundraising) and is limited to an additional 2% of the Company's issued ordinary share capital (i.e. 20% of any allotment of equity securities or sale of treasury shares from time to time under the authority granted pursuant to Resolution 15(a)).

The directors have no present intention to avail of this authority, however the Board considers that it is in the best interests of the Company and its shareholders generally that the Company should seek the maximum authorities permitted by the Pre-emption Principles and have the flexibility to raise capital quickly and easily in order to finance business opportunities when they arise in line with the Company's strategy.

Shareholders should note that these resolutions also relate to treasury shares.

If the resolutions are passed, the waivers will expire at the conclusion of the AGM of the Company to be held in 2025 or, if earlier, the close of business on the date that is 15 months after the date the resolution is passed. The Company's directors intend to renew this authority annually.

### **Resolution 16: Authority to purchase own shares**

This resolution, which will be proposed as a special resolution, renews the authority granted at last year's AGM which expires on the date of the forthcoming AGM. The resolution authorises the Company to make market purchases of its own Ordinary Shares as permitted by the Act. The authority limits the number of shares that could be purchased to a maximum of 105,748,193 (representing approximately 15% of the issued share capital (excluding treasury shares)) of the Company as at 16 May 2024 (being the latest practicable date prior to the publication of this notice) and sets minimum and maximum prices. This authority will expire at the conclusion of the next AGM in 2025 (or, if earlier, at the close of business on the date that is 18 months after the date this resolution is passed).

The directors have no present intention of exercising the authority to purchase the Company's Ordinary Shares but will keep the matter under review, taking into account market conditions, the cash reserves of the Company, the Company's share price and the overall financial position of the Company, among other factors. The authority will be exercised only if the directors believe that to do so would be likely to promote the success of the Company for the benefit of its shareholders as a whole and, where required by the Company's controlling shareholder, if The Panel on Takeovers and Mergers first provides a waiver from Rule 9 of The City Code on Takeover and Mergers.

Any purchases of Ordinary Shares would be by means of market purchases through the London Stock Exchange. Any shares purchased under this authority may either be cancelled or held as treasury shares. Treasury shares may subsequently be cancelled, sold for cash or used to satisfy options issued to employees pursuant to the Company's employees' share schemes.

The authority will be valid only until the conclusion of the next AGM in 2025 (or, if earlier, at the close of business on the date that is 18 months after the date this resolution is passed).