

Addressee Only – Private & Confidential

Chris Weston

Sent via email to: [REDACTED]

12 August 2025

Dear Chris

Re: Changes to your FY26 Fees

Following the changes that took effect to the composition of the SHE Committee with effect from 1 August 2025, I am writing to confirm that your fees will be adjusted as follows:

Role	Fees as of 1 July 2025 (p.a)	Revised fees from 1 August 2025 (p.a.)
Non-Executive Director Base fee	£74,437	£74,437
Chair of Safety, Health and Environment Committee	£18,211	£0
Member of Safety, Health and Environment Committee		£3,214
Member of Remuneration Committee	£3,214	£3,214
Member of Audit and Risk Committee	£3,214	£3,214
Member of Nomination Committee	£3,214	£3,214
TOTAL	£102,290	£87,293

All other terms and conditions remain the same.

Should you have any queries in respect of the above, please do not hesitate to contact me.

Yours sincerely



Tina Bains
Company Secretary