

Addressee Only – Private & Confidential

Geeta Nanda

Sent via email to: [REDACTED]

4th August 2025

Dear Geeta

Re: Appointment as Chair of the Sustainability Committee and Member of the SHE Committee

Following the recent discussions and announcement, I am pleased to confirm that with effect from 1st August 2025 you have been appointed as the Chair of the Sustainability Committee and a member of the SHE Committee. Consequently, have increased as follows less any statutory deductions and pro-rata for with effect from 1 August 2025:

Role	Fees as of 1 July 2025 (p.a.)	Revised fees from 1 August 2025
Non-Executive Director Base fee	£74,437	£74,437
Chair of the Sustainability Committee		£18,211
Member of Audit and Risk Committee	£3,214	£3,214
Member of Remuneration Committee	£3,214	£3,214
Member of Nomination Committee	£3,214	£3,214
Member of the SHE Committee		£3,214
TOTAL	£84,079	£105,504

All other terms and conditions as set out in your initial Letter of Appointment 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