

Addressee Only – Private & Confidential

Nigel Webb

Sent via email to: [REDACTED]

30 June 2025

Dear Nigel

Re: FY26 Fee Review

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 SHE Committee. Consequently, your fees 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 SHE 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
TOTAL	£84,079	£102,290

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