

THIS DOCUMENT IS IMPORTANT AND REQUIRES YOUR IMMEDIATE ATTENTION. If you are in any doubt about the contents of this document you should consult a person authorised under the Financial Services and Markets Act 2000 who specialises in advising on the acquisition of shares and other securities.

If you have sold or otherwise transferred all of your ordinary shares of £0.0003 each (**Ordinary Shares**) in Kendrick Resources PLC (the **Company**), please send this document to the purchaser or transferee or to the stockbroker, bank or other agent through whom the sale or transfer was effected for transmission to the purchaser or transferee. If you have sold only part of your holding of shares in Kendrick Resources PLC, please contact your stockbroker, bank or other agent through whom the sale was effected immediately.



Kendrick Resources PLC
(Incorporated in England and Wales with Registered Number 240111)

Chairman's Letter
Notice of Annual General Meeting

This document should be read as a whole. Your attention is drawn to i) the letter from the Chairman of the Company which is set out on pages 2 to 4 of this document and which recommends you vote in favour of the resolutions to be proposed at the Annual General Meeting and ii) the notice convening an Annual General Meeting of the Company to be held at Fladgate LLP, 16 Great Queen Street, London, WC2B 5DG on Thursday 1 August 2024 at 11:30 a.m. is set out in the accompanying Notice of Meeting.

The AGM is an important event in the Company's corporate calendar and provides an opportunity for the Company's directors to engage with shareholders. If you plan to attend in person, we would appreciate prior confirmation by email to info@kendrickresources.com by 11:30 a.m. on Tuesday 30 July 2024 to allow us to plan appropriately.

If it is necessary to alter the arrangements for the AGM shareholders will be notified promptly via RNS and the Company's website.

If you require assistance with how to complete, sign and return a hard copy Form of Proxy or assistance in submitting your proxy appointment electronically, please call Neville Registrars Limited on +44 (0) 121 585 1131. Calls are charged at the standard geographic rate and will vary by provider. Calls from outside the UK will be charged at the applicable international rate. Lines are open between 9:00 a.m. and 5:00 p.m., Monday to Friday, excluding public holidays in England and Wales.

If you hold your ordinary shares in uncertificated form (i.e. in CREST), you may appoint a proxy for the Annual General Meeting by completing and transmitting a CREST Proxy Instruction in accordance with the procedures set out in the CREST Manual issued by Euroclear so that it is received by the registrar (under CREST Participation ID **7RA11**) by no later than 11:30 a.m. UK time on 30 July 2024. The time of receipt will be taken to be the time from which the registrar is able to retrieve the message by enquiry to CREST in the manner proscribed by CREST.



LETTER FROM THE CHAIRMAN Kendrick Resources PLC
(Incorporated in England and Wales with Registered Number 240111)

Directors:

Colin Bird (*Chairperson*)
Kjeld Randolph Thygesen (*Non-executive director*)
Michael Alex Borrelli (*Non-executive director*)
Dr. Evan Kirby (*Non-executive director*)

Registered Office:
1st Floor
7-8 Kendrick Mews
London SW7 3HG

9 July 2024

Dear Fellow Shareholder,

The Annual General Meeting of the members of the Company will be held at Fladgate LLP, 16 Great Queen Street, London, WC2B 5DG on Thursday 1 August 2024 at 11:30 a.m. for the purpose of considering, in accordance with section 656 of the Companies Act 2006, whether any, and if so what, steps should be taken to deal with the situation that the net assets of the Company as at 29 December 2023 were less than half its called-up share capital. In addition, the meeting will consider and, if thought fit, pass the following resolutions, resolutions numbered 1 to 5 inclusive will be proposed as ordinary resolutions and resolution numbers 6 to 8 will be proposed as special resolutions.

The AGM is an important event in the Company's corporate calendar and provides an opportunity for the Company's directors to engage with shareholders. **If you plan to attend in person, we would appreciate prior confirmation by email to info@kendrickresources.com prior to 11:30 a.m. on Tuesday 30 July 2024 to allow us to plan appropriately.**

If it is necessary to alter the arrangements for the AGM shareholders will be notified promptly via RNS and the Company's website.

The Annual General Meeting Circular (incorporating a Notice of Annual General Meeting) will be available on the Company's website www.kendrickresources.com. In the interests of the environment, please refrain from printing this document unless absolutely necessary.

Resolution 1: to be tabled is to receive and consider the report of the Directors and the financial statements for the period to 29 December 2023 and the report of the auditors thereon.

The value of the Company's net assets is less than half of its called-up share capital. In such circumstances, the directors are required under section 656 of the Companies Act 2006 ("the Act") to convene an Annual General Meeting of the company for the purpose of considering whether any, and if so what, steps should be taken with the situation. Accordingly, this serious loss of capital will be discussed at the Annual General Meeting. It was noted at the annual general meeting on 4 February 2021, and the general meeting on 25 October 2021 that the Directors' strategy in relation to the serious loss of capital was to seek to acquire one or more attractive acquisition opportunities for the Company within the mining sector and to seek to raise funds and achieve a re-listing on a United Kingdom Stock Exchange (the "**Strategy**"). It was noted at the annual general meetings on 23 August 2022 and 26 July 2023 that further to its prospectus dated 29 April 2022 the Company had announced on 6 May 2022 that it had completed a GBP3.25 million fundraising, acquired vanadium exploration projects in Finland, and Sweden with an option over three further nickel projects in Norway which has been exercised and that the Company's ordinary shares had been admitted to the official list (by way of Standard Listing under chapter 14 of the Listing Rules) and to trading on the London Stock Exchange's Main Market for listed securities. The net assets as at 29 December 2023 were £4,577,999 (2022 £5,567,673) The Directors

consider the Strategy sufficient action to be taken in relation to the serious loss of capital.

Resolution 2: to be tabled as an ordinary resolution that Michael Alex Borrelli, retires by rotation and in accordance with article 79.1 offers himself for re-election.

Resolution 3: to be tabled as an ordinary resolution that Dr. Evan Kirby, retires by rotation and in accordance with article 79.1 offers himself for re-election.

Resolution 4: to be tabled as an ordinary resolution that Moore Kingston Smith LLP be appointed as auditors of the Company and to authorise the Directors to determine their remuneration.

Resolution 5: to be tabled as an ordinary resolution, and for the purposes of section 551 of the Companies Act 2006 (the “Act”) is to generally and unconditionally authorise the Directors to exercise all the powers of the Company to allot shares in the Company and grant rights to subscribe for or to convert any security into shares in the Company (the “Rights”) up to an aggregate maximum nominal amount of £120,000 to such persons and at such times and on such terms and conditions as the Directors think proper, such authority, unless previously revoked or varied by the Company in a General Meeting, to expire at the conclusion of the next Annual General Meeting of the Company save that the Company may, before such expiry, make offer(s) or agreement(s) which would or might require shares to be allotted or equity securities or Rights to be granted after such expiry and the Directors may allot or grant equity securities in pursuance of such offers or agreements notwithstanding that the authority conferred by this resolution has expired.

Resolution 6: to be tabled as a special resolution, subject to and conditional upon the passing of resolution numbered 5 above, is to empower the Directors, in accordance with section 570 of the Act, to allot equity securities (within the meaning of section 560 of the Act), wholly for cash, or non-cash consideration under the authority conferred on them by resolution number 5 above as if section 561(1) of the Act did not apply to such allotment, provided that the power conferred by the resolution shall:

i) in relation to equity securities issued pursuant to the exercise of any share options issued by the Company, be limited to up to 10% of the issued share capital of the company from time to time; and

ii) expire on the conclusion of the next Annual General Meeting of the Company (unless renewed, varied or revoked by the Company prior to or on that date) save that the Company may, before such expiry, make offer(s) or agreement(s) which would or might require equity securities to be allotted after such expiry and the Directors may allot equity securities in pursuance of any such offers or agreements notwithstanding that the power conferred by this resolution has expired.

Resolution 7: to be tabled as a special resolution seeks Shareholder approval to authorise the Company to, at its discretion, issue shares to directors, management, and consultants in lieu of unpaid accrued remuneration, fees and allowances (“Accrued Fees”). Shares issued to settle Accrued Fees will be issued based on either a) the VWAP for the quarter in which the services have been provided or b) if done at or within a month of a fundraising by the Company at the fundraising price. This authority will be subject to the then current authority of directors to issue shares and otherwise will remain in place until revoked. The purpose of this authority is to enable the Company to conserve cash by settling Accrued Fees otherwise than in cash and to enable Directors and Consultants who contribute to the management of the Company to be paid by the issue of shares in the Company on a basis approved by shareholders.

If Shareholder approval is not obtained, Accrued Fees will still be due to be paid to the directors, management, and consultants to whom they are due.

Resolution 8: to be tabled as a special resolution. At the Company’s general meeting on 25 October 2021 the shareholders approved the establishment of Incentive Schemes and that the Incentive Schemes shall continue in place until the Board of the Company have put an alternative incentive scheme to the Company’s shareholders which the Company’s shareholders have approved.

The purpose of this resolution is to modify the terms of the Incentive Schemes (“Revised Incentive Schemes”). The primary changes relate to the Annual Incentive Schemes so as to more closely align the annual incentive awards with the interest of shareholders which is primarily increases in the Company’s share price. These will be awarded to Eligible Participants with a minimum of 80% of their awards being related to Company share price performance and the balance related to individual key performance indicators determined by the remuneration committee.

Awards under the Revised Incentive Schemes are not intended to replace the Company's share option scheme arrangements and the Revised Incentive Schemes, if approved, shall continue in place until the Board of the Company have put an alternative incentive scheme to the Company's shareholders which the Company's shareholders have approved.

The principal terms of the Revised Incentive Schemes are summarised in the Appendix to the Notice of AGM. No awards have been made or proposed to date pursuant to the Revised Incentive Schemes and should they be approved by shareholders at the AGM, then any awards will comply at such time with all applicable AIM Rules including as appropriate AIM Rule 13 in respect of related party transactions.

Shareholders who are unable to attend the Annual General Meeting and who wish to appoint a proxy in their place must ensure that their proxy is appointed in accordance with the provisions set out in the Notice of Annual General Meeting by **11:30 a.m. on 30 July 2024.**

If you hold your ordinary shares in uncertificated form (i.e. in CREST), you may appoint a proxy for the Annual General Meeting by completing and transmitting a CREST Proxy Instruction in accordance with the procedures set out in the CREST Manual issued by Euroclear so that it is received by the registrar (under CREST Participation ID 7RA11) **by no later than 11:30 a.m. UK time on 30 July 2024.** The time of receipt will be taken to be the time from which the registrar is able to retrieve the message by enquiry to CREST in the manner proscribed by CREST.

Recommendation

Your Directors considers that each of the resolutions to be put to the Annual General Meeting is in the best interests of the Company and its shareholders as a whole. Accordingly, the Directors unanimously recommend that shareholders vote in favour of each of the resolutions to be put to the Annual General Meeting, as the directors intend to do in respect of their own shareholdings in the Company.

Yours faithfully

Colin Bird
Chairman



KENDRICK RESOURCES PLC

(Incorporated and registered in England and Wales under the Companies Act 1985 with registered number 2401127)

NOTICE OF ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN that an Annual General Meeting of the members of the Company will be held at Fladgate LLP, 16 Great Queen Street, London, WC2B 5DG at 11:30 a.m. on Thursday 1 August 2024 for the purpose of considering, in accordance with section 656 of the Companies Act 2006, whether any, and if so what, steps should be taken to deal with the situation that the net assets of the Company are less than half its called-up share capital. In addition, the meeting will consider and, if thought fit, pass the following resolutions, resolutions numbered 1 to 5 inclusive will be proposed as ordinary resolutions and resolution numbers 6 to 8 will be proposed as special resolutions.

The AGM is an important event in the Company's corporate calendar and provides an opportunity for the Company's directors to engage with shareholders. If you plan to attend in person, we would appreciate prior confirmation by email to info@kendrickresources.com prior to 11.30 a.m. on Tuesday 30 July 2024 to allow us to plan appropriately.

If it is necessary to alter the arrangements for the AGM shareholders will be notified promptly via RNS and the Company's website.

The Annual General Meeting Circular (incorporating a Notice of Annual General Meeting) will be available on the Company's website www.kendrickresources.com. In the interests of the environment, please refrain from printing this document unless absolutely necessary.

Ordinary Resolutions

Resolution 1: To receive and consider the report of the Directors and the financial statements for the period to 29 December 2023 and the report of the auditors thereon.

The value of the Company's net assets is less than half of its called-up share capital as at 29 December 2023. In such circumstances, the directors are required under section 656 of the Companies Act 2006 ("the Act") to convene an Annual General Meeting of the company for the purpose of considering whether any, and if so what, steps should be taken with the situation. Accordingly, this serious loss of capital will be discussed at the Annual General Meeting. It was noted at the annual general meeting on 4 February 2021, and the general meeting on 25 October 2021 that the Directors' strategy in relation to the serious loss of capital was to seek to acquire one or more attractive acquisition opportunities for the Company within the mining sector and to seek to raise funds and achieve a re-listing on a United Kingdom Stock Exchange (the "Strategy"). It was noted at the annual general meetings on 23 August 2022 and 26 July 2023 that further to its prospectus dated 29 April 2022 the Company had announced on 6 May 2022 that it had completed a GBP3.25 million fundraising, acquired vanadium exploration projects in Finland, and Sweden with an option over three further nickel projects in Norway which has been exercised and that the Company's ordinary shares had been admitted to the official list (by way of Standard Listing under chapter 14 of the Listing Rules) and to trading on the London Stock Exchange's Main Market for listed securities. The net assets as at 29 December 2023 were £4,577,999 (2022 £5,567,673) The Directors consider the Strategy sufficient action to be taken in relation to the serious loss of capital.

Resolution 2: That Michael Alex Borrelli, retires by rotation and in accordance with article 79.1 offers himself for re-election.

Resolution 3: That Dr. Evan Kirby, retires by rotation and in accordance with article 79.1 offers himself for re-election.

Resolution 4: That Moore Kingston Smith LLP be appointed as auditors of the Company and to authorise the Directors to determine their remuneration.

Resolution 5: That for the purposes of section 551 of the Companies Act 2006 (the “Act”) in substitution for any existing authority, to generally and unconditionally authorise the Directors to exercise all the powers of the Company to allot shares in the Company and grant rights to subscribe for or to convert any security into shares in the Company (the “Rights”) up to an aggregate maximum nominal amount of £120,000 to such persons and at such times and on such terms and conditions as the Directors think proper, such authority, unless previously revoked or varied by the Company in a General Meeting, to expire at the conclusion of the next Annual General Meeting of the Company save that the Company may, before such expiry, make offer(s) or agreement(s) which would or might require shares to be allotted or equity securities or Rights to be granted after such expiry and the Directors may allot or grant equity securities in pursuance of such offers or agreements notwithstanding that the authority conferred by this resolution has expired.

Special Resolutions

Resolution 6: That, conditional on passing Resolution 5 above, and in accordance with section 570 of the Act, the Directors be generally empowered to allot equity securities (as defined in section 560 of the Act) for cash or non-cash consideration pursuant to the authority conferred in Resolution 5, as if section 561(1) of the Act did not apply to any such allotment, provided that this power shall be limited to the allotment of equity securities up to the aggregate nominal amount set out in Resolution 5 and provided that these powers shall;

- i) in relation to equity securities issued pursuant to the exercise of any share options issued by the Company, be limited to up to 10% of the issued share capital of the company from time to time; and
- ii) expire on the earlier of conclusion of the next Annual General Meeting of the Company (unless renewed, varied or revoked by the Company prior to or on that date) save that the Company may, before such expiry, make offer(s) or agreement(s) which would or might require equity securities to be allotted after such expiry and the Directors may allot equity securities in pursuance of any such offers or agreements notwithstanding that the power conferred by this resolution has expired.

Resolution 7: That, the Directors be and are hereby empowered to approve and authorise the issue of shares in the Company to directors, management, and consultants in lieu of unpaid accrued remuneration, fees and allowances (“Accrued Fees”) provided that;

- i) the shares issued to settle Accrued Fees be issued based on either a) the VWAP for the quarter in which the services have been provided or b) if done at or within a month of a fundraising by the Company at the fundraising price; and
- ii) this authority will be subject to the then current authority of directors to issue shares and otherwise will remain in place until revoked.

If Shareholder approval is not obtained, Accrued Fees will still be due to be paid to the directors, management, and consultants to whom they are due.

Resolution 8: That the Revised Incentive Schemes the principal terms of which are set out in the Appendix to the Notice of AGM be adopted. Awards under the Revised Incentive Schemes are not intended to replace the Company’s share option scheme and the Revised Incentive Schemes, if approved, shall continue in place until the Board of the Company have put an alternative incentive scheme to the Company’s shareholders which the Company’s shareholders have approved.

By Order of the Board
Norman Lott: Company Secretary

Registered Office: 7/8 Kendrick Mews
London SW7 3HG

Date: 9 July 2024

NOTES FOR SHAREHOLDERS

ENTITLEMENT TO VOTE

Pursuant to Regulation 41 of the Uncertificated Securities Regulations 2001 (as amended by the Companies Act 2006 (Consequential Amendments) (Uncertificated Securities) Order 2009), the Company specifies that only those Shareholders registered in the Company's register of members at 6.00 p.m. on 30 July 2024 or, if the meeting is adjourned, in the register of members at 6.00 p.m. on the second business day prior to the day of any adjourned meeting, shall be entitled to vote at this Annual General Meeting in respect of the number of shares registered in their names at that time. Changes to entries on the register after 6.00 p.m. on 30 July 2024 or, if the meeting is adjourned, in the register of members after 6.00 p.m. on the second business day prior to the day of the adjourned meeting, will be disregarded in determining the rights of any person to vote at the meeting or at any such adjournment.

CREST VOTING ARRANGEMENTS

If you hold your ordinary shares in uncertificated form (i.e. in CREST), you may appoint a proxy for the Annual General Meeting by completing and transmitting a CREST Proxy Instruction in accordance with the procedures set out in the CREST Manual issued by Euroclear so that it is received by the registrar (under CREST Participation ID 7RA11) by no later than 11:30 a.m. UK time on 30 July 2024. The time of receipt will be taken to be the time from which the registrar is able to retrieve the message by enquiry to CREST in the manner proscribed by CREST.

APPOINTMENT OF PROXIES

If you are a member of the Company at the time set out in the note above, you are entitled to appoint a proxy to exercise all or any of your rights to attend, speak and vote at the meeting and you will receive a Form of Proxy with this notice of meeting. You can only appoint a proxy using the procedures set out in these notes and the notes to the Form of Proxy.

A proxy does not need to be a member of the Company but must attend the meeting to represent you. Details of how to appoint the Chairman of the meeting or another person as your proxy using the Form of Proxy are set out in the notes to the Form of Proxy.

You may appoint more than one proxy provided each proxy is appointed to exercise rights attached to different shares. You may not appoint more than one proxy to exercise rights attached to any one share. To appoint more than one proxy, please complete the requisite number of forms of proxy and state clearly on each form the number of shares in relation to which the proxy is appointed (which, in aggregate, should not exceed the number of shares held by you). Please also indicate if the proxy instruction is one of multiple instructions being given. All forms must be signed and should be returned together in the same envelope.

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 USING HARD COPY FORM OF PROXY

The notes to the Form of Proxy explain how to direct your proxy how to vote on each resolution or withhold their vote.

To appoint a proxy using the Form of Proxy, the form must be:

- completed and signed;
- sent or delivered to the Company's registrar at Neville Registrars Limited, at Neville House, Steelpark Road, Halesowen B62 8HD; and
- received by the Company's registrar no later than 11.30 a.m. on 30 July 2024.

In the case of a member which is a company, the Form of Proxy 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 Form of Proxy is signed (or a duly certified copy of such power or authority) must be included with the Form of Proxy.

APPOINTMENT OF PROXY BY JOINT MEMBERS

In the case of joint holders, where more than one of the joint holders purports to appoint a proxy, 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

To change your proxy instructions simply submit a new proxy appointment using the methods set out above. The new proxy should be submitted no later than 48 hours (excluding non-business days) prior to the meeting. 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 the Company's registrar. 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 APPOINTMENTS

In order to revoke a proxy instruction you will need to inform the Company by sending a signed hard copy notice clearly stating your intention to revoke your proxy appointment to the Company's registrar. In the case of a member 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 the Company's registrar no later than 11.30 a.m. on 30 July 2024. Appointment of a proxy does not preclude you from attending the meeting and voting in person. If you have appointed a proxy and attend the meeting in person, your proxy appointment will automatically be terminated.

CORPORATE REPRESENTATIVES

A corporation which is a member can appoint one or more corporate representatives who may exercise, on its behalf, all its powers as a member provided that no more than one corporate representative exercises powers over the same share.

ISSUED SHARES AND TOTAL VOTING RIGHTS

As at close of business on 8 July 2024, the Company's issued share capital comprised 243,882,767 Ordinary Shares of £0.0003 each. Each Ordinary Share carries the right to one vote and therefore, the total number of shares carrying voting rights in the Company as at the close of business on 8 July 2024 is 243,882,767

COMMUNICATION

Except as provided above, members who have general queries about the AGM should communicate via telephonic means or in writing to the registered address of the Company (no other methods of communication will be accepted):

Colin Bird
Chairman, Kendrick Resources Plc
Tel +44 2039 616 086

You may not use any electronic address to communicate with the Company for any purposes in connection with this Notice of AGM.

Appendix to Notice of Meeting: Summary of the principal terms of the proposed Revised Incentive Schemes (the "Revised Incentive Schemes").

Overview: The Incentive Schemes are intended to put in place new short-term, annual and transaction incentive awards payable in cash and/or Company shares to align the interest of directors, officers, employees and consultants with those of shareholders. These awards are not intended to replace the Company's share option scheme and shall continue until the Board of the Company have put an alternative incentive scheme to the Company's shareholders which the Company's shareholders have approved. No awards have to date been made or proposed under the Revised Incentive Scheme.

Eligibility: Directors, officers, employees and consultants of the Kendrick Resources Plc group ("**Eligible Participants**"). Eligible Participants, who are good leavers, may continue to be eligible for awards for up to 12 months from their resignation or retirement.

Operation and purpose: The remuneration committee of the Company will make awards to Eligible Participants to reward, retain and recruit Eligible Participants and reward performances against performance measures determined by the remuneration committee. A member of the remuneration committee will not participate in the determining of their own award. The remuneration committee will in determining awards take into account that it is the Company's remuneration policy to, seek where possible, to remunerate and incentivize Eligible Participants on the basis of lower base fees and on the basis that they will also be remunerated by participation in the Company's Incentive Schemes and in the case of non-executive directors be mindful of the potential effect towards objectivity and director independence that may result from performance linked awards. The remuneration committee will in making awards determine appropriate key performance indicators for the Eligible Participant to meet ("**Award Triggers**").

Short Term Incentive Awards: Eligible Participants with direct involvement in meeting short term operational targets for example production or exploration targets will be eligible for incentive awards determined by the remuneration committee. The maximum award shall be capped at two (2) times the Eligible Participants' annual remuneration. Awards may at the determination of the Board be paid in cash and /or Company shares and if in Company shares based on the 30 day VWAP the day following announcement of the Company's interim and final results. Awards of Company shares to Directors and PDMRs may, at the determination of the Board, be subject to a minimum holding period of up to 3 months to be determined.

Annual Incentive Awards: These will be awarded to Eligible Participants with a minimum of 80% of their awards being related to Company performance and the balance related to individual key performance indicators determined by the remuneration committee. The foregoing percentages are so as to more closely align the annual incentive awards with the interest of shareholders which is primarily increases in the Company's share price. Eligible Participants annual incentive award based the Company performance will be based on improvements in the Company's share price in the preceding 12 month period ("**Company Share Price Increase**"). An annual Company Share Price Increase measure will, subject to shareholder approval of these Revised Incentive Schemes be introduced for all Eligible Participants with effect from 30 June 2024. The base

share price for the initial year will be the higher of i) the VWAP for June 2024 and ii) the highest calendar monthly VWAP during the 12 months to 30 June 2024 in both cases multiplied by 120% (the “**Base Share Price**”). In the second and subsequent years the Company Share Price Increase will be “high water marked” by the Base Share Price for the relevant year being the higher of i) the Initial Base Share Price and ii) the highest Year End Share Price (as defined below) for each previous year since the Initial Year multiplied by 120%. The year end share price for each year will be the 30 day VWAP in the last month of the 12 month period (the “**Year End Share Price**”). The participation rate in the Company Share Price Increase above the Base Share Price for the applicable year will be 5% (the “**Participation Rate**”).

If the Year End Share Price for a year is;

- i) less than the Base Share Price for the year then there will be no award related to the Company share price performance; and
- ii) greater than the Base Share Price for the year the Company Share Price Increase award amount related to the Company share price performance to be allocated amongst Eligible Participants by the remuneration committee will = (X minus Y) * Participation Rate * Shares In Issue at year end where X = the Year End Share Price and Y = the Base Share Price

Awards may, at the determination of the Board being mindful of the Company’s cash position and working capital requirements, be paid in cash and / or Company shares and if in Company shares based on the 30-day VWAP following the announcement of the Company’s latest interim or final results prior to the award. Awards of Company shares to Directors and PDMRs in respect of their Annual Incentive Awards may, at the determination of the Board, be subject to a minimum holding period of up to 3 months and will in any 12 month period be in aggregate less than 5% of the issued share capital of the Company. An Eligible Participant who has been awarded a Short Term Incentive Award is eligible for an Annual Incentive Award but their Annual Incentive Award will be reduced by the amount due to them under their Short Term Incentive Award.

Transaction Incentive Awards: These will be awarded to Eligible Participants and the Award Triggers will be based on the Company completing a successful acquisition or disposal transaction (the “**Transaction**”) based on criteria determined by the remuneration committee. The maximum award payable in relation to a transaction will be in the range 1% to 2% of the Transaction value and be allocated amongst the Eligible Participants by the remuneration committee. Awards may be paid in cash and / or Company shares and if in Company shares based on the VWAP for the 30 days following the date the Company announces the Transaction.

Corporate Event: In the event of a takeover or merger, general offer being made to shareholders, scheme of arrangement, member’s voluntary winding up, change of control or payment of one off special dividend or other similar corporate event (a “**Corporate Event**”), the Eligible Participant will be deemed to have met their Annual Incentive Award and / or Award Trigger (“**Deemed Trigger**”) unless the Remuneration committee determine that the Deemed Trigger should not be applicable in relation to an individual Eligible Participant because they are a bad leaver. All shares issued in relation to a Corporate Event shall be issued based on the 10 day VWAP from the announcement of the Corporate Event.