

Resolution		Votes For (incl. Chair's discretion)		Votes Against		Total votes validly cast	Votes Withheld*
		No. of votes	% of votes	No. of votes	% of vote		
1.	Receive Annual Report and Accounts for 2022	400,259,797	99.94	240,459	0.06	400,500,256	4,176,381
2.	Approve Directors' Remuneration Policy	230,629,838	60.77	148,894,394	39.23	379,524,232	25,152,385
3.	Approve Directors' Remuneration Report	391,422,951	98.42	6,292,878	1.58	397,715,829	6,960,788
4.	Approve Final Dividend for 2022	404,672,798	100.00	0	0.00	404,672,798	3,839
5.	To elect Alex Baldock as a Director	403,941,939	99.82	712,304	0.18	404,654,243	22,374
6.	To elect Navneet Kapoor as a Director	404,175,712	99.88	474,456	0.12	404,650,168	26,449
7.	Re-elect Louisa Burdett	402,473,359	99.46	2,186,866	0.54	404,660,225	16,392
8.	Re-elect David Egan	401,956,439	99.33	2,707,468	0.67	404,663,907	12,710
9.	Re-elect Rona Fairhead	403,267,232	99.66	1,358,039	0.34	404,625,271	51,346
10.	Re-elect Bessie Lee	404,147,349	99.87	507,188	0.13	404,654,537	22,080
11.	Re-elect Simon Pryce	381,064,250	99.44	2,138,533	0.56	383,202,783	21,473,834
12.	Re-elect David Sleath	404,037,206	99.85	626,701	0.15	404,663,907	12,710
13.	Re-elect Lindsley Ruth	402,523,062	99.47	2,138,533	0.53	404,661,595	15,022
14.	Re-elect Joan Wainwright	402,903,172	99.57	1,759,418	0.43	404,662,590	14,027
15.	Reappoint PricewaterhouseCoopers LLP as Auditors	404,301,240	99.91	366,531	0.09	404,667,771	8,866
16.	Agree remuneration of the Auditors	404,584,689	99.98	86,447	0.02	404,671,136	5,501
17.	Political Donations	398,993,595	98.61	5,641,524	1.39	404,635,119	28,498
18.	Authority to allot shares	385,885,899	95.36	18,787,014	4.64	404,672,913	3,704
19.	Authority to disapply pre-emption rights up to 5%	399,649,010	98.76	5,017,596	1.24	404,666,606	10,011
20.	Authority to disapply pre-emption rights for additional 5%	386,588,466	95.54	18,064,101	4.46	404,652,567	24,050
21.	Authority to purchase own shares	403,549,588	99.93	295,075	0.07	403,844,663	831,954
22.	Notice Period for General Meetings	376,539,594	93.05	28,133,795	6.95	404,673,389	3,228
23.	Approval of Long Term Incentive Plan	379,646,371	93.82	25,007,498	6.18	404,653,869	22,748

\* A "vote withheld" is not a vote in law and will not be counted in the calculation of the proportion of votes "for" or "against" a resolution, the total votes validly cast or the calculation of the proportion of issued share capital voted.