



Proxy voting results
General Meeting - 7 November 2018
Appointing the chairman to vote - ordinary shares of 10p each

Resolution	In favour		At discretion		Against		Abstention		Total	
	Shares	Holders	Shares	Holders	Shares	Holders	Shares	Holders	Shares	Holders
1 Remuneration Policy	454,002,820	180	57,602	20	77,305,353	115	204,667	9	531,570,442	324
2 Bonus Plan	455,795,459	186	51,478	18	75,520,838	111	202,667	8	531,570,442	323
3 2018 Long Term Incentive Plan	465,831,779	195	55,602	19	65,521,985	99	161,077	9	531,570,443	322

Issued share capital 591,548,235 Ordinary shares of 10p each