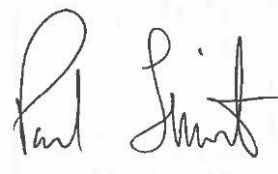


Dear colleagues,

We have completed our Gender Pay Gap reporting.

I can confirm that the published information is accurate.

Yours sincerely

A handwritten signature in black ink, appearing to read "Paul Smith". The signature is written in a cursive style with a large initial 'P' and 'S'.

Paul Smith

HR Director