



Update on Origin Enterprises plc 2020 AGM – Resolution 4

Origin Enterprises plc (“Origin” or the “Company”) is committed to implementing the highest standards of corporate governance. Although not governed by its provisions, where appropriate, Origin adheres to the principles set out in the UK Corporate Governance Code (the “UK Code”). In the spirit of Provision 4 of the UK Code, we provide the following update in relation to Resolution 4 passed at the 2020 Annual General Meeting held on 18 November 2020 (“AGM”).

At the AGM, 35.78% of shareholders voted against the Directors’ Remuneration Report. As announced at the time of issuing the AGM voting results, the Board engaged with major shareholders and developed a clear understanding of the concerns raised.

The Remuneration Committee’s policy is to pay fairly for the role being undertaken and the calibre of the individual. The new CEO’s base salary was set to reflect the scale of responsibility of the role and the one-off LTIP award granted on appointment in July 2020 was to incentivise driving a sustained recovery for the business. The Remuneration Committee believes the terms of the appointment were in the best interests of the Company’s shareholders and wider set of stakeholders. The payment made to the departing CEO in June 2020 was in accordance with his contractual entitlements.

The Remuneration Committee would like to thank shareholders who took part in the engagement process and values the feedback received. A further update on the outcome of continuing shareholder engagement and Board discussions will be provided in the 2021 Annual Report.

1 December 2020