

Speedy Hire Plc
6 September 2024

Speedy Hire Plc ("Company")
Resolutions passed at the Annual General Meeting

At the Annual General Meeting of the Company held on 5 September 2024 at 11:00am the following resolutions were passed:

Resolutions 1 to 15 and 20 to 22 were passed as ordinary resolutions. Resolutions 16 to 19 were passed as special resolutions.

1. To receive and, if thought fit, to adopt the annual accounts of the Company for the financial year ended 31 March 2024 together with the reports of the Directors and auditors.
2. To approve the Directors' Remuneration Report set out on pages 92 to 108 (excluding the Directors' Remuneration Policy set out on pages 94 to 101) of the Annual Report and Accounts in respect of the financial year ended 31 March 2024.
3. To approve the Directors' Remuneration Policy contained in the Directors' Remuneration Report which is set out on pages 94 to 101 of the Annual Report and Accounts.
4. To declare a final dividend of 1.80 pence per ordinary share in respect of the financial year ended 31 March 2024.
5. To re-elect Dan Evans as a Director of the Company.
6. To re-elect Paul Rayner as a Director of the Company.
7. To re-elect David Shearer as a Director of the Company.
8. To re-elect David Garman as a Director of the Company.
9. To re-elect Rob Barclay as a Director of the Company.
10. To re-elect Rhian Bartlett as a Director of the Company.
11. To re-elect Shatish Dasani as a Director of the Company.
12. To re-elect Carol Kavanagh as a Director of the Company.
13. To re-appoint PricewaterhouseCoopers LLP as the Company's auditors ('**Auditors**') to hold office from the conclusion of the AGM until the conclusion of the next general meeting at which accounts are laid before the Company.
14. To authorise the Directors to determine the remuneration of the Auditors.
15. That, in substitution for all subsisting authorities, the Directors be generally and unconditionally authorised, in accordance with section 551 of the Companies Act 2006 ('**Act**'), to exercise all powers of the Company to allot

shares in the Company or grant rights to subscribe for, or convert any security into, shares in the Company:

- (a) up to a maximum nominal amount of £7,697,289; and
- (b) comprising equity securities (as defined in section 560 of the Act) up to a maximum nominal amount of £15,394,578 (such amount to be reduced by the nominal amount of any shares allotted or rights granted under paragraph (a) above of this resolution) in connection with a fully pre-emptive offer (including a rights issue or an open offer):
 - (i) to the holders of ordinary shares in proportion (as nearly as may be practicable) to their existing holdings of ordinary shares; and
 - (ii) to the holders of other equity securities if this is required by the rights of those securities or, if the Directors consider it necessary, as permitted by the rights of those securities,

and this authority shall expire on 30 September 2025 or, if earlier, at the conclusion of the Annual General Meeting of the Company to be held in 2025 but the Company may, before this authority expires, make any offer, agreement or arrangement which would or might require shares to be allotted or rights to be granted after such expiry and the Directors may allot shares or grant rights pursuant to such offer, agreement or arrangement as if the authority had not expired.

16. That, subject to the passing of resolution 15, the Directors be generally empowered pursuant to sections 570 and 573 of the Companies Act 2006 ('**Act**') to allot equity securities (as defined in section 560 of the Act) and/or sell ordinary shares held by the Company as treasury shares for cash pursuant to the authority conferred by resolution 15 as if section 561 of the Act did not apply to the allotment or sale but this power shall be limited to:

- (a) the allotment of equity securities and/or sale of treasury shares where such securities have been offered (whether by way of rights issue, open offer or otherwise) to holders of ordinary shares in proportion (as nearly as may be practicable) to their existing holdings of ordinary shares but subject to the Directors having the right to make such exclusions or other arrangements in connection with the offering as they deem necessary or expedient in relation to treasury shares, fractional entitlements, record dates, legal or practical problems under the laws in any territory or the requirements of any relevant regulatory body or stock exchange or any other matter;
- (b) the allotment of equity securities and/or sale of treasury shares otherwise than pursuant to the power granted under paragraph (a) above of this resolution up to a maximum nominal amount of £2,309,186; and

- (c) the allotment of equity securities and/or sale of treasury shares (otherwise than under paragraph (a) or paragraph (b) above) up to a nominal amount equal to 20% of any allotment of equity securities and/or sale of treasury shares from time to time under paragraph (b) above, such authority to be used only for the purposes of making a follow-on offer which the Board of the Company determines to be a kind contemplated by paragraph 3 of Section 2B of the Statement of Principles on Disapplying Pre-Emption Rights most recently published by the Pre-Emption Group prior to the date of this notice,

and this power shall expire on 30 September 2025 or, if earlier, at the conclusion of the Annual General Meeting of the Company to be held in 2025 but the Company may, before this power expires, make any offer, agreement or arrangement which would or might require equity securities to be allotted (or treasury shares to be sold) after such expiry and the Directors may allot equity securities (or sell treasury shares) pursuant to such offer, agreement or arrangement as if this power had not expired.

17. That, subject to the passing of resolution 15, the Directors be authorised in addition to any authority granted under resolution 16 to allot equity securities (as defined in section 560 of the Companies Act 2006 ('Act')) and/or sell ordinary shares held by the Company as treasury shares for cash pursuant to the authority conferred by resolution 15 as if section 561 of the Act did not apply to the allotment or sale but this power shall be:

- (a) limited to the allotment of equity securities and/or sale of treasury shares up to a maximum nominal amount of £2,309,186, such authority to be used only for the purposes of financing (or refinancing, if the authority is used within 12 months after the original transaction) a transaction which the Directors determine to be an acquisition or other specified capital investment of a kind contemplated by the Statement of Principles on Disapplying Pre-Emption Rights most recently published by the Pre-Emption Group prior to the date of this notice; and
- (b) limited to the allotment of equity securities and/or sale of treasury shares (otherwise than under paragraph (a) above) up to a nominal amount equal to 20% of any allotment of equity securities and/or sale of treasury shares from time to time under paragraph (a) above, such authority to be used only for the purposes of making a follow-on offer which the Board of the Company determines to be of a kind contemplated by paragraph 3 of Section 2B of the Statement of Principles on Disapplying Pre-Emption Rights most recently published by the Pre-Emption Group prior to the date of this notice,

and this power shall expire on 30 September 2025 or, if earlier, at the conclusion of the Annual General Meeting of the Company to be held in 2025 but the Company may, before this power expires, make any offer, agreement or arrangement which would or might require equity securities to be allotted (or treasury shares to be sold) after such expiry and the Directors may allot

equity securities (or sell treasury shares) pursuant to such offer, agreement or arrangement as if this power had not expired.

18. That the Company be and is hereby generally and unconditionally authorised for the purposes of the Companies Act 2006 ('**Act**') to make one or more market purchases (as defined in section 693 of the Act) of ordinary shares in the capital of the Company on such terms and in such manner as the Directors shall determine, provided that:

- (a) the maximum number of ordinary shares which may be acquired pursuant to this authority is 46,183,735 ordinary shares in the capital of the Company;
- (b) the minimum price which may be paid for each such ordinary share is its nominal value and the maximum price is the higher of 105% of the average of the middle market quotations for an ordinary share as derived from the London Stock Exchange Daily Official List for the five business days immediately before the purchase is made and the price which is the higher of the last independent trade and the highest current independent purchase bid on the trading venue where the purchase is carried out (in each case exclusive of expenses);
- (c) this authority shall expire on 30 September 2025 or, if earlier, at the conclusion of the Annual General Meeting of the Company to be held in 2025; and
- (d) the Company may make a contract or contracts to purchase ordinary shares under this authority before its expiry which will or may be executed wholly or partly after expiry of this authority and may make a purchase of ordinary shares pursuant to such contract or contracts.

19. That a general meeting of the Company, other than an Annual General Meeting, may be called on not less than 14 clear days' notice.

20. That, in accordance with sections 366 and 367 of the Companies Act 2006 ('**Act**'), the Company and all companies that are subsidiaries of the Company at any time during the period for which this resolution is effective are authorised to:

- (a) make political donations to political parties and/or independent election candidates not exceeding £50,000 in total;
- (b) make political donations to political organisations other than political parties, not exceeding £50,000 in total; and
- (c) incur political expenditure not exceeding £50,000 in total,

in each case during the period commencing on the date of this resolution and ending at the conclusion of the Annual General Meeting of the Company to be held in 2025 and provided that the aggregate amount of any such donations and expenditure shall not exceed £50,000 during such period. For the purpose of this resolution the terms 'political donations', 'political parties',

‘independent election candidates’, ‘political organisations’ and ‘political expenditure’ shall have the meanings set out in sections 363 to 365 (inclusive) of the Act.

21. That the rules of the Speedy Hire Plc Performance Share Plan 2024 (the ‘**PSP**’) referred to in the Appendix to this Notice of AGM and produced in draft to this meeting and, for the purposes of identification, initialed by the Chairman, be approved and the Directors be authorised to:

- (a) make such modification to the PSP as they may consider appropriate to take account of the requirements of best practice and for the implementation of the PSP and to adopt the PSP as so modified and to do all such acts and things as they may consider appropriate to implement the PSP; and
- (b) establish further plans based on the PSP but modified to take account of local tax, exchange control or securities law in overseas territories, provided that any shares made available under such further plans are treated as counting against the limits on individual or overall participation in the PSP.

22. That the proposed updated form of the rules of the existing Speedy Hire Sharesave Scheme referred to in the Appendix to this Notice of AGM and produced in draft to this meeting and, for the purposes of identification, initialed by the Chairman, be approved to become the Speedy Hire Sharesave 2024 Scheme (the ‘**2024 SAYE**’) and the Directors be authorised to:

- (a) make such modification to the 2024 SAYE as they may consider appropriate to take account of the requirements of HMRC and for the implementation of the 2024 SAYE and to adopt the 2024 SAYE as so modified and to do all such acts and things as they may consider appropriate to implement the 2024 SAYE; and
- (b) establish further plans based on the 2024 SAYE but modified to take account of local tax, exchange control or securities law in overseas territories, provided that any shares made available under such further plans are treated as counting against the limits on individual or overall participation in the 2024 SAYE.

Neil Hunt
Company Secretary