

**Board: Annual Work Plan 2021**

<b>Item</b>	<b>Q1</b>	<b>Q2</b>	<b>Q3</b>	<b>Q4</b>
<b>Review and approval of the Code of Ethics</b>			X	
<b>Annual Strategy Day</b>			X	
<b>Chief Executive Officer's report on strategic issues</b>	X	X	X	X
<b>Business Development</b>	X	X	X	X
<b>Reports on Operations</b>	X	X	X	X
<b>Chief Financial Officer's report</b>	X	X	X	X
<b>Reports from the Board Committees</b>	X	X	X	X
<b>Declaration of Interests</b>	X	X	X	X
<b>Confirmation of minutes and written resolutions</b>	X	X	X	X
<b>Approval of the Annual Work Plan for the following year</b>				X
<b>Annual Updating of the Board Charter</b>				X
<b>Approval of the Form 20-F and Integrated Annual Report and delegation of authority to the Audit Committee to sign off</b>	X			
<b>Delegation of authority to the Company Officer to sign off on NYSE Foreign Private Issuer Corporate Governance Affirmation</b>	X			

Item	Q1	Q2	Q3	Q4
Approval of the updated Approval Framework				X
Approval of the Interim Dividend		X		
Approval of the Final Dividend	X			
Approval of the Group tax policy		X		
Approval of the Operational Plan for the following year				X
Investor Relations and shareholder analysis	X	X	X	X
Approval of meeting dates for the following year	X			
Annual General Meeting		X		
Approval of disclosures in the Integrated Annual report	X			
Annual re-election of Chairman and assessment of independence			X	
Annual evaluation of the independent directors			X	
Annual review of the retirement age	X			
Annual assessment of the Company Secretary				X
Annual assessment of the effectiveness of Board and Committees	X			

Item	Q1	Q2	Q3	Q4
Review of director training needs		X		
Meeting of non-executive directors without Management	X	X	X	X