

Board: Annual Work Plan 2022

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

Item	Meeting taking place in			
	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

Item	Meeting taking place in			
	Q1	Q2	Q3	Q4
Annual assessment of the effectiveness of Board and Committees	X			
Review of director training needs		X		
Meeting of non-executive directors without Management	X	X	X	X