

## AGM Update – December 2022

At Informa PLC's Annual General Meeting on 16 June 2022, the Group received strong support for its new, forward looking, Director's Remuneration Policy (93% of the shareholder vote) but did not receive support for the historical 2021 Directors' Remuneration Report (29% of the shareholder vote).

The new Policy, which creates a remuneration framework for the next 3 years, is designed to align closely to the Group's Growth Acceleration Plan 2 strategy, incentivizing growth and outperformance.

The historical Remuneration Report included the outcomes of past decisions made using the remuneration framework the company adopted through the height of the COVID pandemic, which significantly impacted the business in 2020, 2021 and 2022.

The Board has engaged extensively with shareholders, both before and after the 2022 AGM, to better understand the different points of view on these historical decisions, which were made over two years previously in early 2020, with a view to protecting our brands, preserving talent and focusing the Group on urgent and immediate priorities that would enable the business to survive and recover as quickly as possible. The dialogue with our shareholders this year has not only influenced the design of the approved policy, but also informed our approach to the implementation of the policy moving forward.

The benefits of leadership continuity and long-term decision making through the pandemic are becoming increasingly evident in the financial and operating performance of the Group. In 2022, strong growth in both Academic Markets and B2B Markets businesses, the delivery of c.\$3bn of value through the divestment of Informa Intelligence and the commencement of a £725m share buyback programme are all a direct outcome of decisions to retain key talent, maintain investment in key areas of the business and focus the portfolio on the greatest opportunities.

Over the last year, the membership of the Board and of the Remuneration Committee has changed substantially, including the appointment of three new Non-Executive Directors, a new Senior Independent Director, a new Chair of the Audit Committee and a new Chair of Remuneration. In 2023, Helen Owers will also complete her term on the Board and so will not stand for re-election at the next AGM.

Earlier this year the Company also undertook a review of Remuneration advisors and recently appointed a new advisor, FIT Remuneration Consultants LLP, to the role.

Shareholders were provided with the opportunity to vote on the future approach to remuneration under the new policy at this year's AGM and, following extensive consultation, the Company received strong support for the proposals, which will see Informa return to a more traditional LTIP structure from the current restricted share plan from 2024.

We will as always continue to engage regularly with shareholders to ensure we maintain an open dialogue. This includes the annual Chair Shareholder Roadshow in January, now in its sixth year, as well as consulting on the details of the specific measures and targets under the new Directors' Remuneration Policy later in 2023, ahead of the first LTIP grant in 2024.

The Board and Remuneration Committee are of the view that the specific historical reasons for the votes against the 2021 Directors' Remuneration Report have been addressed and changes have been made in Board personnel, in Committee leadership, in advisors and the approved Directors' Remuneration Policy, with strong shareholder agreement on the forward structure and approach.