

## Impellam Group Plc (“Impellam”)

### AGM Proxy Results

Impellam held its Annual General Meeting on Tuesday 30<sup>th</sup> June 2020 at its office at 9 Devonshire Square, London, EC2M 4HP. All 14 resolutions were passed.

30,563,797 proxy votes were received representing 66.45% of the issued share capital.

Resolution	Total Votes For / Discretion (%)	Total Votes Against (%)	Total Votes Withheld (%)
1. That the Company’s Annual Report and Financial Statements and the reports of the Directors and the Auditors for the period ended 3 January 2020 be received, considered and adopted	30,483,797 (99.74)	80,000 (0.26%)	Nil
2. That Lord Ashcroft KCMG PC be re-elected as a Director of the Company	30,483,797 (99.74)	80,000 (0.26)	Nil
3. That Julia Robertson be re-elected as a Director of the Company	30,563,797 (100)	Nil	Nil
4. That Timothy Briant be elected as a Director of the Company	30,563,797 (100)	Nil	Nil
5. That Angela Entwistle be re-elected as a Director of the Company	30,462,438 (99.67)	101,359 (0.33)	Nil
6. That Mike Ettling be re-elected as a Director of the Company	30,483,797 (99.74)	80,000 (0.26)	Nil
7. That Michael Laurie be re-elected as a Director of the Company	30,483,797 (99.74)	80,000 (0.26)	Nil
8. That Baroness Stowell of Beeston be re-elected as a Director of the Company	30,563,797 (100)	Nil	Nil
9. That BDO LLP be appointed as Auditors of the Company	30,563,797 (100)	Nil	Nil
10. That the Directors be authorised to determine the remuneration of the Auditors	30,563,797 (100)	Nil	Nil
11. To authorise the making of political donations	30,561,697 (100)	Nil	2,100
12. To authorise the Directors to allot relevant securities	30,563,797 (100)	Nil	Nil
13. To authorise the Directors to disapply pre-emption rights (Special Resolution)	30,483,797 (99.74)	80,000 (0.26)	Nil
14. To grant the Directors authority to make market purchases of shares	30,483,797 (99.74)	80,000 (0.26)	Nil

NB: Percentage of votes cast excludes Withheld votes