

# NOTICE OF THE ANNUAL GENERAL MEETING

NOTICE IS HEREBY GIVEN that the ANNUAL GENERAL MEETING of Ten Entertainment Group plc (the "**Company**") will be held at 6 Stratton Street, London, W1J 8LD, on Wednesday 4 May 2022 at 12.15 p.m. (London time) to consider and, if thought appropriate, pass the following resolutions of which Resolutions 1 to 11 will be proposed as ordinary resolutions and Resolutions 12 to 14 will be proposed as special resolutions.

## ORDINARY RESOLUTIONS

### REPORT AND ACCOUNTS

1 To receive the Directors' report and the accounts for the Company for the year ended 26 December 2021.

### DIRECTORS' REMUNERATION

2 To approve the Directors' Remuneration Report for the year ended 26 December 2021, excluding the Directors' Remuneration Policy, set out in the Annual Report.

### DIRECTORS

3 To re-elect Adam Bellamy as a Director.

4 To re-elect Graham Blackwell as a Director.

5 To re-elect Antony Smith as a Director.

6 To elect Laura May as a Director.

7 To re-elect Christopher Mills as a Director.

8 To re-elect Julie Sneddon as a Director.

### AUDITORS

9 To re-appoint PricewaterhouseCoopers LLP as auditors of the Company to hold office from the conclusion of this Annual General Meeting until the conclusion of the next Annual General Meeting at which accounts are laid before the Company.

10 To authorise the Directors to fix the remuneration of the auditors.

### DIRECTORS' AUTHORITY TO ALLOT SHARES

11 To generally and unconditionally authorise the Directors pursuant to and in accordance with Section 551 of the Companies Act 2006 (the **2006 Act**) to exercise all the powers of the Company to allot shares or grant rights to subscribe for or to convert any security into shares in the Company:

11.1 up to an aggregate nominal amount of £227,892; and

11.2 comprising equity securities (as defined in Section 560(1) of the 2006 Act) up to a further aggregate nominal amount of £227,892 in connection with an offer by way of a rights issue,

such authorities to apply in substitution for all previous authorities pursuant to Section 551 of the 2006 Act and to expire at the end of the next Annual General Meeting or on 31 July 2023, whichever is the earlier, but in each case so that the Company may make offers and enter into agreements during the relevant period which would, or might, require shares to be allotted or rights to subscribe for or to convert any security into shares to be granted after the authority ends.

For the purposes of this resolution, **rights issue** means an offer to:

11.2.1 ordinary shareholders in proportion (as nearly as may be practicable) to their existing holdings; and

11.2.2 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,

to subscribe for further securities by means of the issue of a renounceable letter (or other negotiable document) which may be traded for a period before payment for the securities is due, but subject in both cases to such exclusions or other arrangements as the Directors may deem necessary or expedient in relation to treasury shares, fractional entitlements, record dates or legal, regulatory or practical problems in, or under the laws of, any territory.

## SPECIAL RESOLUTIONS

### DISAPPLICATION OF PRE-EMPTION RIGHTS

12 THAT if Resolution 12 is passed, the Directors be authorised to allot equity securities (as defined in the 2006 Act) for cash under the authority given by that resolution and/or to sell ordinary shares held by the Company as treasury shares for cash as if Section 561 of the 2006 Act did not apply to any such allotment or sale, such authority to be limited:

12.1 to allotments for rights issues and other pre-emptive issues; and

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## IMPORTANT INFORMATION CONTINUED

12.2 to the allotment of equity securities or sale of treasury shares (otherwise than under paragraph 12.1 above) up to a nominal amount of £34,183, used for general corporate purposes of a kind contemplated by the Statement of Principles on Disapplying Pre-Emption Rights.

This authority is to expire at the end of the next Annual General Meeting of the Company or, if earlier, at the close of business on 31 July 2023 but, in each case, prior to its expiry the Company may make offers, and enter into agreements, which would, or might, require equity securities to be allotted (and treasury shares to be sold) after the authority expires and the Directors may allot equity securities (and sell treasury shares) under any such offer or agreement as if the authority had not expired.

### AUTHORITY TO PURCHASE OWN SHARES

13 To unconditionally and generally authorise the Company for the purpose of Section 701 of the 2006 Act to make market purchases (as defined in Section 693(4) of the 2006 Act) of ordinary shares of £0.01 each in the capital of the Company provided that:

13.1 the maximum number of ordinary shares which may be purchased is 3,418,389;

13.2 the minimum price which may be paid for each share is £0.01;

13.3 the maximum price which may be paid for an ordinary share is an amount equal to the higher of: (i) 105% of the average of the closing price of the Company's ordinary shares as derived from the London Stock Exchange Daily Official List for the five business days immediately preceding the day on which such ordinary share is contracted to be purchased; and (ii) an amount equal to the higher of the price of the last independent trade of an ordinary share and the highest current independent bid for an ordinary share as derived from the London Stock Exchange Trading System; and

13.4 this authority shall expire at the conclusion of the Company's next Annual General Meeting or, if earlier, 31 July 2023 (except in relation to the purchase of ordinary shares, the contract for which was concluded before the expiry of such authority and which might be executed wholly or partly after such expiry) unless such authority is renewed prior to such time.

### NOTICE OF GENERAL MEETINGS

14 To authorise the Directors to call a general meeting other than an Annual General Meeting on not less than 14 clear days' notice.

By order of the Board

#### **ANTONY SMITH**

COMPANY SECRETARY

5 April 2022

Registered in England and Wales No. 10672501

Registered Office:

Aragon House, University Way, Cranfield Technology Park, Cranfield, Bedford, England MK43 0EQ

# EXPLANATORY NOTES TO THE NOTICE OF ANNUAL GENERAL MEETING

## THE NOTES ON THE FOLLOWING PAGES GIVE AN EXPLANATION OF THE PROPOSED RESOLUTIONS.

Resolutions 1 to 11 are proposed as ordinary resolutions. For each of these resolutions to be passed, more than half of the votes cast must be in favour of the resolution. Resolutions 12 to 14 are proposed as special resolutions. For each of these resolutions to be passed, at least three-quarters of the votes cast must be in favour of the resolution.

### RESOLUTION 1: REPORT AND ACCOUNTS

The first item of business is the receipt by the shareholders of the Directors' report and the accounts of the Company for the year ended 26 December 2021. The Directors' report, the accounts and the report of the Company's auditors on the accounts and on those parts of the Directors' Remuneration Report that are capable of being audited are contained within the Annual Report.

### RESOLUTION 2: ANNUAL REMUNERATION REPORT

This resolution seeks shareholder approval of the Directors' Remuneration Report, excluding the summary Directors' Remuneration Policy, for the year ended 26 December 2021 as set out in the Annual Report. The Company's auditors, PricewaterhouseCoopers LLP, have audited those parts of the Directors' Remuneration Report that are required to be audited and their report may be found in the Annual Report. This resolution is subject to an "advisory vote" by shareholders; in the event that the resolution is not passed, the Directors' Remuneration Policy would normally need to be reconsidered by shareholders at the next AGM.

### RESOLUTIONS 3 TO 8: ELECTION AND RE-ELECTION OF DIRECTORS

In accordance with the Company's Articles of Association all directors of the Company, having not previously been elected by shareholders, are required to submit themselves for election by shareholders. Separate resolutions are proposed for each of these elections. In accordance with the UK Corporate Governance Code, all other Directors will retire and stand for re-election.

Biographical details of each of the Directors who are seeking election or re-election appear on page 8 of this document. The Board believes that each Director brings considerable and wide-ranging skills and experience to the Board as a whole and continues to make an effective and valuable contribution to the deliberations of the Board. Each Director has continued to perform effectively and demonstrate commitment to their role.

The Board carries out a review of the independence of its Directors on an annual basis. In considering the independence of the independent Non-Executive Directors proposed for re-election, the Board has taken into consideration the guidance provided by the UK Corporate Governance Code. Accordingly, the Board considers Adam Bellamy, Laura May and Julie Sneddon to be independent in accordance with the UK Corporate Governance Code.

Members of the Board who are also shareholders (i.e. Adam Bellamy, Graham Blackwell, Antony Smith, Christopher Mills, and Julie Sneddon) cannot be counted in the voting of Resolutions 3, 6 and 8 (the re-election of the independent Directors), pursuant to Article 25.1 of the Company's Articles of Association which requires the passing of both an ordinary resolution of independent shareholders, as well as an ordinary resolution of the Company. Otherwise the Company must propose a further resolution for the re-election of the proposed independent Director which must be approved by an ordinary resolution of the Company at a meeting of the Company held at least 90 days after the original vote but within 120 days of the original vote.

It is the intention of the Board that all Directors will continue to submit themselves for annual re-election by shareholders in accordance with the UK Corporate Governance Code.

### RESOLUTION 9: RE-APPOINTMENT OF AUDITORS

The auditors of a company must be appointed or re-appointed at each general meeting at which the accounts are laid. Resolution proposes, on the recommendation of the Directors, the appointment of PricewaterhouseCoopers LLP as the Company's auditors, until the conclusion of the next general meeting of the Company at which accounts are laid.

### RESOLUTION 10: REMUNERATION OF AUDITORS

This resolution seeks shareholder consent for the Directors to set the remuneration of the auditors.

### RESOLUTION 11: DIRECTORS' AUTHORITY TO ALLOT SHARES

The purpose of Resolution 11 is to renew the Directors' power to allot shares. The authority in paragraph 11.1 will allow the Directors to allot new shares and grant rights to subscribe for, or convert other securities into, shares up to approximately one third (33.3%) of the total issued ordinary share capital of the Company (exclusive of treasury shares) which as at 29 March 2022, being the latest practicable date prior to publication of this Notice of Meeting, is equivalent to a nominal value of £227,892.

The authority in paragraph 11.2 will allow the Directors to allot new shares and grant rights to subscribe for, or convert other securities into, shares only in connection with a rights issue up to a further nominal value of £227,892, which is equivalent to approximately one third (33.3%) of the total issued ordinary share capital of the Company (exclusive of treasury shares) as at 29 March 2022. The Company currently holds no shares in treasury.

There are no present plans to undertake a rights issue or to allot new shares other than in connection with employee share incentive plans. The Directors consider it desirable to have the maximum flexibility permitted by corporate governance guidelines to respond to continuing issues surrounding COVID-19 (coronavirus), market developments and to enable allotments to take place to finance business opportunities as they arise.

If the resolution is passed the authority will expire on the earlier of 31 July 2023 and the end of the Annual General Meeting in 2023.

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# EXPLANATORY NOTES TO THE NOTICE OF ANNUAL GENERAL MEETING CONTINUED

## **RESOLUTION 12: DISAPPLICATION OF PRE-EMPTION RIGHTS**

If the Directors wish to allot new shares and other equity securities, or sell treasury shares, for cash (other than in connection with an employee share scheme), company law requires that these shares are offered first to shareholders in proportion to their existing holdings.

Resolution 12 deals with the authority of the Directors to allot new shares or other equity securities pursuant to the authority given by Resolution 11, or sell treasury shares, for cash without the shares or other equity securities first being offered to shareholders in proportion to their existing holdings. Such authority shall only be used in connection with a pre-emptive offer, or otherwise, up to an aggregate nominal amount of £34,183, being approximately 5% of the total issued ordinary share capital of the Company as at 29 March 2022. As at 29 March 2022 the Company holds no treasury shares.

The Pre-Emption Group's Statement of Principles supports the annual disapplication of pre-emption rights in respect of allotments of shares and other equity securities (and sales of treasury shares for cash) representing no more than 5% of issued ordinary share capital (exclusive of treasury shares), to be used for general corporate purposes. If the resolution is passed, the authority will expire at the end of the next Annual General Meeting or on 31 July 2023, whichever is the earlier.

The Board considers the authority in Resolution 12 to be appropriate in order to allow the Company flexibility to navigate the ongoing challenges presented by the coronavirus crisis, finance business opportunities or to conduct a rights issue or other pre-emptive offer without the need to comply with the strict requirements of the statutory pre-emption provisions.

The Board intends to adhere to the provisions in the Pre-Emption Group's Statement of Principles not to allot shares for cash on a non-pre-emptive basis (other than pursuant to a rights issue or pre-emptive offer) in excess of an amount equal to 7.5% of the total issued ordinary share capital of the Company within a rolling three-year period other than (i) after prior consultation with shareholders or (ii) in connection with an acquisition or specified capital investment which is announced contemporaneously with the allotment or which has taken place in the preceding six-month period and is disclosed in the announcement of the allotment.

## **RESOLUTION 13: PURCHASE OF OWN SHARES**

The effect of Resolution 13 is to renew the authority granted to the Company to purchase its own ordinary shares, up to a maximum of 6,836,778 ordinary shares, until the next Annual General Meeting or 31 July 2023, whichever is the earlier. This represents 10% of the ordinary shares in issue (excluding shares held in treasury) as at 29 March 2022, being the latest practicable date prior to the publication of this Notice. The Company's exercise of this authority is subject to the stated upper and lower limits on the price payable, the upper limit being the price stipulated in Commission Delegated Regulation (EU) 2016/1052 as referred to in Article 5(6) of the retained EU law version of the Market Abuse Regulation, and the Listing Rules.

Pursuant to the 2006 Act, the Company can hold any shares which are repurchased as treasury shares and either re-sell them for cash, cancel them, either immediately or at a point in the future, or use them for the purposes of its employee share schemes. Holding the repurchased shares as treasury shares will give the Company the ability to re-sell or transfer them in the future and will provide the Company with additional flexibility in the management of its capital base. No dividends will be paid on, and no voting rights will be exercised in respect of, treasury shares. Shares held as treasury shares will not automatically be cancelled and will not be taken into account in future calculations of earnings per share (unless they are subsequently re-sold or transferred out of treasury).

The Directors consider it desirable and in the Company's interests for shareholders to grant this authority. The Directors have no present intention to exercise this authority, and will only do so if and when conditions are favourable with a view to enhancing net asset value per share.

The Company will not, save in accordance with a predetermined, irrevocable and non-discretionary programme, repurchase shares in the period immediately preceding the preliminary announcement of its annual or interim results as dictated by the Listing Rules or Market Abuse Regulation or, if shorter, between the end of the financial period concerned and the time of a relevant announcement or, except in accordance with the Listing Rules and the Market Abuse Regulation, at any other time when the Directors would be prohibited from dealing in shares.

As at 29 March 2022, being the latest practicable date prior to publication of this Notice, there were no outstanding warrants or options to subscribe for ordinary shares in the Company and the Company did not hold any treasury shares.

**RESOLUTION 14: NOTICE OF GENERAL MEETINGS**

Under the 2006 Act, as amended, the notice period required for all general meetings of the Company is 21 days, though shareholders can approve a shorter notice period for general meetings that are not Annual General Meetings, which cannot however be less than 14 clear days. Annual General Meetings will continue to be held on at least 21 clear days' notice. The shorter notice period for which shareholder approval is sought under Resolution 14 would not be used as a matter of routine for such meetings, but only where the flexibility is merited by the business of the meeting and is thought to be to the advantage of shareholders as a whole. In the event that a general meeting is called on less than 21 days' notice, the Company will meet the requirements for electronic voting under The Companies (Shareholders' Rights) Regulations 2009. Shareholder approval will be effective until the Company's next Annual General Meeting, when it is intended that a similar resolution will be proposed.

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# IMPORTANT NOTES

The following notes explain your general rights as a shareholder and your rights to attend and vote at the AGM or to appoint someone else to vote on your behalf.

- 1 The Company, pursuant to Regulation 41 of the Uncertificated Securities Regulations 2001, specifies that only those members entered in the register of members of the Company at 12.15 p.m. on 2 May 2022, or, if this meeting is adjourned, in the register of members 48 hours before the time of any adjourned meeting, shall be entitled to attend and vote at the meeting in respect of the number of ordinary shares registered in their name at that time. Changes to the entries in the register of members after 12.15 p.m. on 2 May 2022 or, if this meeting is adjourned, in the register of members 48 hours before the time of any adjourned meeting, shall be disregarded in determining the rights of any person to attend or vote at the meeting.
- 2 The accompanying form of proxy invites members to vote in one of three ways: "for", "against" and "vote withheld". Please note that a "vote withheld" has no legal effect and will count neither for nor against a resolution. If you have not received a proxy form and believe that you should have one, or if you require additional proxy forms, please contact Computershare Investor Services PLC.
- 3 A member entitled to attend and vote at the Annual General Meeting may appoint a proxy (who need not be a member of the Company) to attend and to speak and vote on his or her behalf. A shareholder may appoint more than one proxy in relation to the Annual General Meeting provided that each proxy is appointed to exercise the rights attached to a share or shares held by that shareholder. A form of proxy, which may be used to make such appointment and give proxy instructions, accompanies this Notice. Lodging a form of proxy will not prevent a member from attending the meeting and voting in person. In order to be valid an appointment of proxy must be returned by one of the following methods:
  - 3.1 by sending the form of proxy enclosed with this document by post or (during normal business hours only) by hand to Computershare Investor Services PLC, The Pavilions, Bridgwater Road, Bristol BS99 6ZY, not fewer than 48 hours before the time of the meeting. In the case of a shareholder which is a company, the proxy form must be executed under its common seal or signed on its behalf by an officer of the company or an attorney for the company. Any power of attorney or any other authority under which the proxy form is signed (or a duly certified copy of such power or authority) must be included with the proxy form; or
  - 3.2 electronically, by logging onto the Computershare website at [www.investorcentre.co.uk/eproxy](http://www.investorcentre.co.uk/eproxy). An identifying Control Number, together with your unique Shareholder Reference Number ("SRN") and PIN (all of which are printed on your form of proxy) will be required. Full details of the procedure are given on the website. The proxy appointment and/or voting instructions must be received by the Company's registrars not later than 12.15 p.m. on 29 April 2022; or
  - 3.3 in the case of CREST members, by utilising the CREST electronic proxy appointment service in accordance with the procedures set out below. To appoint a proxy or to give or amend an instruction to a previously appointed proxy via the CREST system, the CREST message must be received by the issuer's agent, Computershare Investor Services PLC (under CREST ID number 3RA50), no later than 12.15 p.m. on 29 April 2022. For this purpose, the time of receipt will be taken to be the time (as determined by the timestamp applied to the message by the CREST Applications Host) from which the issuer's agent is able to retrieve the message. After this time any change of instructions to a proxy appointed through CREST should be communicated to the proxy by other means. CREST Personal Members or other CREST Sponsored Members, and those CREST Members who have appointed voting service provider(s), should contact their CREST sponsor or voting service provider(s) for assistance with appointing proxies via CREST. For further information on CREST procedures, limitations and system timings, please refer to the CREST Manual. We may treat as invalid a proxy appointment sent by CREST in the circumstances set out in Regulation 35(5)(a) of the Uncertificated Securities Regulations 2001.
- 4 Any person to whom this Notice is sent who is a person nominated under Section 146 of the 2006 Act to enjoy information rights (a "Nominated Person") may, under an agreement between him/her and the shareholder by whom he/she was nominated, have a right to be appointed (or to have someone else appointed) as a proxy for the Annual General Meeting. If a Nominated Person has no such proxy appointment right or does not wish to exercise it, he/she may under any such agreement have a right to give instructions to the shareholder as to the exercise of voting rights.
- 5 If you are a Nominated Person, the statement of the rights of shareholders in relation to the appointment of proxies in note 3 above does not apply. The rights described in those paragraphs may only be exercised by registered shareholders of the Company.
- 6 As at 29 March 2022, being the latest practicable date prior to the publication of this Notice, the Company's issued share capital consisted of 68,367,784 ordinary shares carrying one vote each. Therefore, the total voting rights of the Company as at 29 March 2022 were 68,367,784 shares.
- 7 Copies of Directors' service contracts and Non-Executive Directors' letters of appointment with the Company are available for inspection at the registered office of the Company during normal business hours on any day, except Saturdays, Sundays and public holidays, and at the Annual General Meeting location on the date of the meeting for at least 15 minutes prior to and during the meeting.
- 8 Nominated Persons are reminded that they should contact the registered holder of their shares (and not the Company) on matters relating to their investments in the Company.
- 9 Any corporation which is a member can appoint one or more corporate representatives who may exercise on its behalf all of its powers as a member, provided that they do not do so in relation to the same shares.

10 Under Section 527 of the 2006 Act members meeting the threshold requirements set out in that section have the right to require the Company to publish on a website a statement setting out any matter relating to: (i) the audit of the Company's accounts (including the Auditors' report and the conduct of the audit) that are to be laid before the Annual General Meeting; or (ii) any circumstance connected with an auditor of the Company ceasing to hold office since the previous meeting at which Annual Report and Accounts were laid in accordance with Section 437 of the 2006 Act. The Company may not require the shareholders requesting any such website publication to pay its expenses in complying with Sections 527 or 528 of the 2006 Act. Where the Company is required to place a statement on a website under Section 527 of the 2006 Act, it must forward the statement to the Company's auditors not later than the time when it makes the statement available on the website. The business which may be dealt with at the Annual General Meeting includes any statement that the Company has been required under Section 527 of the 2006 Act to publish on a website.

The request (i) may be hard copy form or in electronic form; (ii) either set out the statement in full or, if supporting a statement sent by another shareholder, clearly identify the statement which is being supported; (iii) must be authenticated by the person or persons making it; and (iv) be received by the Company by at least one week before the meeting.

11 You may not use any electronic address provided either in this Notice of Meeting or any related documents (including the form of proxy) to communicate with the Company for any purposes other than those expressly stated.

12 Any member, corporate representative or appointed proxy attending the meeting has the right to ask questions. The Company must cause to be answered any such question relating to the business being dealt with at the meeting but no such answer need be given if: (i) to do so would interfere unduly with the preparation for the meeting or involve the disclosure of confidential information; (ii) the answer has already been given on a website in the form of an answer to a question; or (iii) it is undesirable in the interests of the Company or the good order of the meeting that the question be answered.

13 A copy of this Notice, and other information required by Section 311A of the 2006 Act, can be found at [www.tegplc.co.uk](http://www.tegplc.co.uk).

Under Section 338 and Section 338A of the 2006 Act, members meeting the threshold requirements in those sections have the right to require the Company: (i) to give to members of the Company entitled to receive notice of the meeting, notice of a resolution which may properly be moved and is intended to be moved at the meeting; and/or (ii) to include in the business to be dealt with at the meeting any matter (other than a proposed resolution) which may be properly included in the business. A resolution may properly be moved or a matter may properly be included in the business unless: (i) (in the case of a resolution only) it would, if passed, be ineffective (whether by reason of inconsistency with any enactment or the Company's constitution or otherwise); (ii) it is defamatory of any person; or (iii) it is frivolous or vexatious. Such a request may be in hard copy form or in electronic form, must identify the resolution of which notice is to be given or the matter to be included in the business, must be authenticated by the person or persons making it, must be received not later than the date six clear weeks before the meeting and, in the case of a matter to be included in the business only, must be accompanied by a statement setting out the grounds for the request.

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# BOARD OF DIRECTORS

## **ADAM BELLAMY**

Adam has considerable consumer experience encompassing multi-site and growth businesses which the Company will be able to draw upon as it continues its strategy of organic growth and the selective acquisitions of underinvested sites. He is currently a Non-Executive Director at Loungers plc and PureGym, where he also previously served as CFO for six years up to 2018 during which time the business rapidly grew from a 30-site operation to become the UK's largest low-cost gym operator with 220 sites, culminating in the sale to Leonard Green which valued PureGym at over £600m. Prior to joining PureGym, Adam spent three years as the FD at Atmosphere Bars and Clubs and a further three years as FD of Conran Restaurants/D&D London Limited. A qualified chartered certified accountant, Adam began his career in 1988 and has served in a variety of finance positions at companies including House of Fraser, Granada Group and Whitbread. Adam was appointed as Non-Executive Director on 1 November 2018 and Senior Independent Non-Executive Director on 17 July 2020. Adam was appointed as Non-Executive Chairman with on 5 May 2021.

## **GRAHAM BLACKWELL**

Graham has over 30 years' experience in the bowling industry following his roles at Granada, Allied, Georgica and Essenden Limited and has served on the Ten Entertainment Board since the IPO in 2017. He was appointed permanent Chief Executive Officer on 21 January 2021, following a successful period as interim Chief Executive Officer since September 2020. Graham had previously been Chief Commercial Officer of the Group since 2013 following his nine-year period as Operations Director of the Group's bowling business. Graham's experience in the sector and operational expertise is second to none and has been extremely valuable during a challenging 2020. Graham's expertise in his previous role as Chief Commercial Officer was instrumental in gaining the support of the supplier base and minimising cash burn through 2020. He is also a member of the executive committee of the UK Bowling Industry Association. Graham was appointed as Chief Executive Officer of the Company on 21 January 2021.

## **ANTONY SMITH**

Antony is a member of the Chartered Institute of Management Accountants (CIMA). He qualified in industry working across a variety of sectors in roles spanning Financial Control, Strategic Management and Reporting and Planning. He most recently served as Finance Director of Wickes, the retail division of Travis Perkins PLC, overseeing a strategic transformation programme to refurbish the retail estate and grow the online performance to create a truly omnichannel business. This resulted in 23% growth in sales and a significant increase in operating profit. Prior to his 6 years at Wickes, Antony spent 10 years at RHM plc and Premier Foods plc as Director of Finance for Hovis and latterly in a central role overseeing a refinancing programme and finance transformation. Antony holds a Masters in Natural Sciences from the University of Cambridge. He was appointed as Chief Financial Officer on 1 April 2019.

## **LAURA MAY**

Laura is a fellow of the Institute of Chartered Accountants in England and Wales and qualified with Deloitte before gaining considerable financial leadership experience across a range of industries. She is currently Director of Tax and Treasury at Pure Gym, the UK's largest gym operator, where she has worked for the past 9 years and has played a key role in their substantial growth. Her financial expertise and experience in the consumer leisure sector will be invaluable in helping TEG achieve the next phase of its growth strategy. Laura was appointed as Non-Executive Director on 6 May 2021.

## **CHRISTOPHER MILLS**

Christopher is a director and the sole shareholder of Harwood Capital Management Limited which is a designated corporate member and the controller of Harwood. Harwood Capital Management Group was formed in 2011 by Christopher on his acquisition of Harwood from J O Hambro Capital Management Group Limited. He is also the chief executive officer and director of NASCIT (a UK listed investment trust) and a director and investment manager of Oryx. He has a long and successful investing track record and is a non-executive director of a number of both public and private companies. Prior to joining J O Hambro Capital Management Group Limited which he co-founded in 1993, he worked from 1975 to 1993 for Samuel Montagu Limited, Montagu Investment Management Limited and its successor company, Invesco MIM, latterly as head of North American investments and head of North American venture capital. Christopher was appointed as a Non-Executive Director of the Company on 15 March 2017.

## **JULIE SNEDDON**

Julie has 20 years' experience in senior executive roles with the Walt Disney Company, including most recently as executive vice president of Disney Stores Worldwide which carried responsibility for over 330 stores across North America, Europe and Japan. Julie has led multiple strategic business development and organisation transformation change initiatives for Disney with a focus on retail, brand development and digital transformation. Julie was appointed Non-Executive Director of the Company on 22 March 2017.