

2021 AGM Resolution 2 – To approve the Directors’ Remuneration Report *(as set out on pages 77 to 110 of the 2021 Annual Report and Accounts)*

This statement is published in accordance with Provision 4 of the UK Corporate Governance Code which states that companies should publish an update of the actions taken following a vote against an AGM resolution of 20 per cent or more.

At the Saga plc AGM on 14 June 2021, Resolution 2 - to approve the Directors’ Remuneration Report received support of 77.72 per cent from shareholders. Whilst the Company is pleased that the majority of shareholders supported the resolution, the Remuneration Committee took various steps to understand the reasons behind the votes against.

In the week after the AGM, the Remuneration Committee Chair wrote to the largest shareholders who voted against the resolution to understand the reasons for their vote. The Remuneration Committee (“the Committee”) appreciates and values time taken by investors who expressed their views and understands that the views expressed were primarily connected to the payment of formulaic bonuses when taking into account the range of circumstances experienced by the Company during the year.

Following this valuable exchange with shareholders, the Committee has determined that the points raised were items which were considered when the relevant bonus decisions were made and where possible, were taken into account in the setting of the targets. In addition, the Committee considers bonuses in the full context when determining whether a payment should be made, will continue to do so for future bonuses and thus does not consider the voting outcome to be indicative of a structural or systemic problem with the bonus design, nor the Remuneration Policy as a whole. The Committee will continue its constructive dialogue with shareholders and seek to incorporate this feedback into future remuneration decisions.