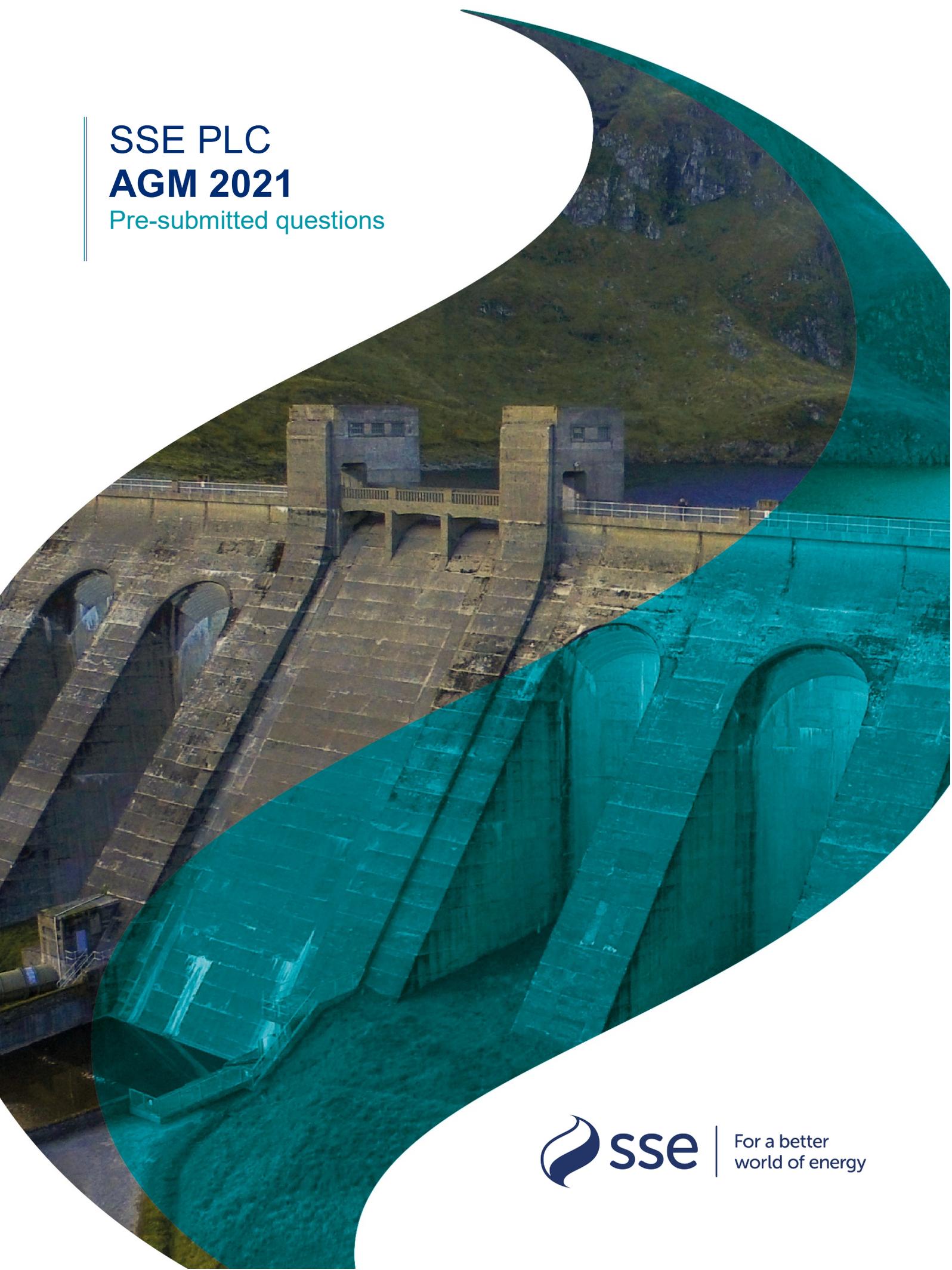


# SSE PLC AGM 2021

Pre-submitted questions



The following questions were submitted and answered in advance of SSE plc's 2021 Annual General Meeting held in Perth and via webcast on 22 July 2021. A transcript of the questions asked at the AGM and relevant responses will be made available in the Investor section of sse.com.

## REMUNERATION

### QUESTION

The Annual Report invites shareholders to contact you to pass questions onto Sue Bruce about the work of the Remuneration Committee.

My question to Sue is why all three Executive Directors, despite having different objectives, all have achieved the same award (92%) for last year, as described on page 151.

One might have expected some variations between the three individuals in their performance of their various objectives. Can she comment please?

- **Stuart Hicks**

### ANSWER

When reviewing outcomes, the Remuneration Committee considered performance against the full range of individual objectives and, after considering the strong teamwork displayed, agreed that the same outturn for all was appropriate.

The personal objective assessments are summarised on page 151 of the Annual Report. The Committee felt that performance against individual objectives was strong for each of the Executive Directors during the year.

It further took into account the significant levels of Teamwork demonstrated during the year, particularly relating to the measures put in place for the Group around the coronavirus pandemic.

With this in mind, it concluded that on this occasion it did not wish to differentiate the outcomes between individuals.

## ANNUAL REPORT / DIVIDEND CONFIRMATION

### QUESTION

You proposed to discontinue sending confirmation of dividend payments to shareholders. Doing so will create additional work for shareholders.

If instead the size of the Annual Report was reduced, how many pages would need to be removed in order to gain a similar saving to the Company?

- **Steve Landles**

### ANSWER

In-line with our sustainability goals, it is our intention to move towards a more environmentally-efficient future, which includes the way in which we engage with our shareholders through the digitisation of existing paper communications where appropriate.

Following the successful removal of paper dividend cheques for payment of dividends in 2019, and as part of our ongoing paperless dividend programme, the next step will be to remove paper dividend confirmations with effect from 2022 in favour of shareholders accessing their dividend information using the online shareholder portal.

We recognise that the Annual Report remains a substantial document, with its size and contents driven by a complex regulatory regime and SSE's ethos to remain a transparent reporter.

Where appropriate, we encourage shareholders to consider electronic communications and have designed our website, [sse.com](https://www.sse.com), to be an easy-to-access platform which houses equivalent information.

Shareholders can update their communication preferences through their online account or by contacting our Registrar, Link Group.