

**TheWorks.co.uk plc (the “Company”)**

**Annual General Meeting – 8 September 2025 – Poll Results**

The Annual General Meeting (the “**Meeting**”) of the Company was held on Monday 8 September 2025 at 2.00 pm (London time). At the Meeting, all of the ordinary and special resolutions set out in the Notice of the Annual General Meeting dated 7 August 2025 (the “**Notice of AGM**”), were passed by way of a poll. Full details of the poll results are as follows:

| <b>No</b> | <b>RESOLUTION</b>   | <b>VOTES<br/>FOR</b> | <b>%</b> | <b>VOTES<br/>AGAINST</b> | <b>%</b> | <b>TOTAL<br/>VOTES</b> | <b>% of<br/>ISC<br/>VOTED</b> | <b>VOTES<br/>WITHHELD</b> |
|-----------|---|----------------------|----------|--------------------------|----------|------------------------|-------------------------------|---------------------------|
| 1         | To receive the Directors’ report and the accounts for the Company for the 52 weeks ended 4 May 2025 | 31,756,567           | 99.94    | 20,137                   | 0.06     | 31,776,704             | 50.84                         | 10,229                    |
| 2         | To approve the Directors’ remuneration report   | 31,474,731           | 99.06    | 299,973                  | 0.94     | 31,774,704             | 50.84                         | 12,229                    |
| 3         | To approve the Directors’ Remuneration Policy   | 31,474,731           | 99.06    | 299,973                  | 0.94     | 31,774,704             | 50.84                         | 12,229                    |
| 4         | To approve amendments to the Long-Term Incentive Plan and Deferred Bonus Plan                       | 31,466,510           | 99.03    | 308,194                  | 0.97     | 31,774,704             | 50.84                         | 12,229                    |
| 5         | To appoint Simon Hathway as a Director  | 31,730,653           | 99.91    | 28,980                   | 0.09     | 31,759,633             | 50.82                         | 27,300                    |
| 6         | To appoint Nick Wharton as a Director   | 31,734,017           | 99.91    | 28,555                   | 0.09     | 31,762,572             | 50.82                         | 24,361                    |
| 7         | To reappoint Steve Bellamy as a Director  | 31,742,435           | 99.94    | 20,137                   | 0.06     | 31,762,572             | 50.82                         | 24,361                    |
| 8         | To reappoint Rosie Fordham as a Director  | 31,732,592           | 99.91    | 29,980                   | 0.09     | 31,762,572             | 50.82                         | 24,361                    |
| 9         | To reappoint Gavin Peck as a Director   | 31,734,017           | 99.91    | 28,555                   | 0.09     | 31,762,572             | 50.82                         | 24,361                    |
| 10        | To reappoint Kreston Reeves LLP as auditors of the Company  | 31,743,010           | 99.93    | 21,562                   | 0.07     | 31,764,572             | 50.82                         | 22,361                    |
| 11        | To authorise the Audit Committee of the Company to fix the remuneration of the auditors             | 31,756,567           | 99.94    | 20,137                   | 0.06     | 31,776,704             | 50.84                         | 10,229                    |
| 12        | To authorise the Directors to allot shares  | 31,736,610           | 99.87    | 40,094                   | 0.13     | 31,776,704             | 50.84                         | 10,229                    |
| 13        | Authority to disapply pre-emption rights  | 31,681,618           | 99.70    | 95,086                   | 0.30     | 31,776,704             | 50.84                         | 10,229                    |
| 14        | Additional authority to disapply pre-emption rights   | 31,681,618           | 99.70    | 95,086                   | 0.30     | 31,776,704             | 50.84                         | 10,229                    |
| 15        | To authorise the Company to purchase its own shares   | 31,756,567           | 99.94    | 20,137                   | 0.06     | 31,776,704             | 50.84                         | 10,229                    |

**Notes:**

- Any proxy arrangement which gave discretion to the Chairman has been included in the "for" totals.
- A "Vote withheld" is not a vote in law and is not counted in the calculation of the percentage of shares voted "For" or "Against" any resolution.
- The number of shares in issue at 6:30 p.m. on 4 September 2025 was 62,500,000. The Company does not hold any shares in treasury.