

9 November 2020

ROBERT  
WALTERS  
GROUP

## ROBERT WALTERS PLC

(the 'Company' or the 'Group')

### STATEMENT AND UPDATE FOLLOWING THE 2020 ANNUAL GENERAL MEETING

The Board of Robert Walters plc sought approval for two resolutions on directors' remuneration at the 2020 Annual General Meeting which was held on 13th May. The Directors' Remuneration Policy was supported by 96.93% of our shareholders and the Directors' Report on Remuneration for the year ending 31<sup>st</sup> December was supported by 52.52% of our shareholders.

We were disappointed that a number of shareholders with significant holdings in the Company voted against the Directors' Remuneration Report, given that the Group delivered a creditable financial and share price performance and Director pay was voluntarily lower than the formulaic calculation based on financial performance.

Prior to the AGM vote, Tanith Dodge (Chair of the Remuneration Committee) wrote to more than 20 shareholders to offer an opportunity to discuss the Company Remuneration Policy. Immediately after the AGM voting, dialogue was held with several shareholders, focusing on the disclosure of the Key Performance Indicators ("KPIs") relating to the annual bonus criteria and it was clear that those shareholders would like greater visibility of the achievement levels against KPIs. The Company confirms that the Remuneration Committee will continue to improve the transparency of KPIs, while at the same time, taking into account the Board's concerns about commercial sensitivity. The Board will continue discussions on an ongoing basis with shareholders to make sure that their views are fully understood.

The Remuneration Committee reviewed in detail and approved the KPIs of the executive directors in January 2020 and continue to believe that KPIs form an important part of a balanced approach to pay and performance management.

To summarise, the Committee has committed to disclosing future KPIs and the level of achievement for the year in a more instructive way in the Directors' Remuneration Report, while at the same time, continuing to protect shareholders' interests.

– Ends –

#### Further information

##### Robert Walters plc

Richard Harris, Company Secretary

+44 20 7379 3333

#### About Robert Walters Group

The Robert Walters Group is a market-leading international specialist professional recruitment group with over 3,200 staff spanning 31 countries. We specialise in the placement of the highest calibre professionals across the disciplines of accountancy and finance, banking, engineering, HR, IT, legal, sales, marketing, secretarial and support and supply chain and procurement. Our client base ranges from the world's leading blue-chip corporates and financial services organisations through to SMEs and start-ups. The Group's outsourcing division, Resource Solutions is a market leader in recruitment process outsourcing and managed services.

[www.robertwaltersgroup.com](http://www.robertwaltersgroup.com)