Jo Harlow

SENIOR INDEPENDENT DIRECTOR

Board and Committee Memberships

Member – Board

Member – Remuneration Committee

Member – Nominations Committee

Jo joined the Board on 1 December 2023 and became Senior Independent Director on 16 December 2024. She is a member of the Remuneration Committee and the Nominations Committee.

Relevant Skills and Experience:

Jo has more than 25 years' experience working in various senior roles, predominantly in the branded and technology sectors.

Previous Experience:

Prior to her non-executive career, Jo held the position of corporate vice president of the phones business unit at Microsoft. She previously spent 11 years at Nokia Corporation in a number of senior management roles, including executive vice president of smart devices. Jo was also non-executive director at InterContinental Hotels Group PLC from 2014 to 2023 (including as remuneration committee chair from 2017 to 2023), non-executive director of Ceconomy AG from 2017 to 2021 and senior independent director and remuneration committee chair at Halma plc between 2016 and 2026. Jo attended Duke University in North Carolina and has a BSc in Psychology.

External Appointments:

Non-executive director and chair of remuneration committee at J Sainsbury plc and Chair of Chapter Zero Ltd.

Responsibilities:

Our Non-Executive Directors, through their diverse experience and skills, scrutinise the performance of management and constructively challenge and help develop our strategy. They uphold high standards of integrity and probity. They form the Audit and Risk, Nominations, Remuneration and Safety, Environment and Sustainability Committees. In addition, the Senior Independent Director acts as a sounding board for the Chair and serves as an intermediary for the other Directors, as well as shareholders, as required.