

Updated Estimates for Full Year Currency Effects on 2024 and 2025 Reporting

Currency	2023 currency NR as a % of total NR	Average 2023	Average 2024	31.12.24 Spot
US \$	34%	1.24	1.28	1.25
Euro €	15%	1.15	1.18	1.21
Indian ₹	6%	102.71	106.95	107.49
Chinese ¥	4%	8.81	9.20	9.13
GBP £	6%			
Others*	35%	100	108	112
Total	100%			

The impact of average exchange rates on 2024 results compared to 2023 gives an estimated negative impact on 2024 Sterling turnover of 4.4% and 2024 Sterling adjusted diluted EPS of 6.4%.

If exchange rates were to hold at the December 2024 closing rates for 2025, the estimated negative impact on 2025 Sterling turnover would be around 1.5% and 2025 Sterling adjusted diluted EPS would be around 2%.

*Index basket of currencies assuming 100 for average 2023 rates represents an index of 108 at average 2024 and an index of 112 at 31.12.24.