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14 May 2024

### Phoenix Group Holdings plc Results of Annual General Meeting

Phoenix Group Holdings plc (the “Company”) announces the results of voting on the resolutions at its Annual General Meeting (“AGM”) held on 14 May 2024 at Floor 22, Freshfields Bruckhaus Deringer LLP, 100 Bishopsgate, London, EC2P 2SR.

A poll was held on each of the resolutions. Resolutions 1 to 20 (ordinary resolutions) and resolutions 21 to 24 (special resolutions) were all passed by the required majority. The results of the poll are as follows:

	Description of Resolution	Votes For	% of Votes cast	Votes Against	% of Votes cast	Total	% of issued share capital	Votes Withheld*
1.	To receive the Company's Annual Report and Accounts for the year ended 31 December 2023.	757,709,229	99.99%	77,771	0.01%	757,787,000	75.66%	189,732
2.	To receive and approve the Directors' Remuneration report.	750,082,851	99.00%	7,593,675	1.00%	757,676,526	75.65%	190,155
3.	To declare and approve a Final dividend of 26.65 pence per ordinary share.	755,897,213	99.73%	2,015,055	0.27%	757,912,268	75.67%	64,464
4.	To re-elect Andy Briggs as a Director of the Company.	757,539,396	99.96%	266,334	0.04%	757,805,730	75.66%	171,003
5.	To elect Eleanor Bucks as a Director of the Company.	757,426,491	99.97%	240,455	0.03%	757,666,946	75.65%	199,734
6.	To re-elect Karen Green as a Director of the Company.	752,785,923	99.35%	4,961,597	0.65%	757,747,520	75.66%	194,213
7.	To re-elect Mark Gregory as a Director of the Company.	757,363,952	99.96%	311,584	0.04%	757,675,536	75.65%	191,145
8.	To re-elect Hiroyuki Iioka as a Director of the Company.	757,336,612	99.96%	336,932	0.04%	757,673,544	75.65%	193,137
9.	To elect Nicholas Lyons as a Director of the Company.	749,653,021	98.93%	8,135,159	1.07%	757,788,180	75.66%	218,553
10.	To re-elect Katie Murray as a Director of the Company.	752,840,550	99.36%	4,835,373	0.64%	757,675,923	75.65%	220,501
11.	To re-elect John Pollock as a Director of the Company.	752,773,904	99.35%	4,893,906	0.65%	757,667,810	75.65%	198,871
12.	To re-elect Belinda Richards as a Director of the Company.	757,322,972	99.95%	347,381	0.05%	757,670,353	75.65%	196,328
13.	To elect David Scott as a Director of the Company.	757,296,004	99.95%	368,333	0.05%	757,664,337	75.65%	202,344
14.	To re-elect Maggie Semple as a Director of the Company.	757,342,401	99.96%	333,347	0.04%	757,675,748	75.65%	190,933
15.	To re-elect Nicholas Shott as a Director of the Company.	751,266,911	99.16%	6,331,873	0.84%	757,598,784	75.64%	377,949
16.	To re-elect Rakesh Thakrar as a Director of the Company.	757,416,302	99.95%	373,118	0.05%	757,789,420	75.66%	187,313

17.	To appoint KPMG LLP as the Company's Auditor until the conclusion of the next general meeting of the Company at which accounts are laid.	756,661,840	99.85%	1,108,451	0.15%	757,770,291	75.66%	93,390
18.	To authorise the Directors to agree the Auditor's remuneration.	757,670,132	99.97%	226,256	0.03%	757,896,388	75.67%	80,345
19.	To authorise the Company and its subsidiaries to make political donations and to incur political expenditure.	749,021,782	99.13%	6,579,561	0.87%	755,601,343	75.44%	2,375,389
20.	To authorise the Directors to allot shares.	746,378,755	98.50%	11,364,085	1.50%	757,742,840	75.66%	158,841
21.	To authorise the Directors to disapply pre-emption rights (Special Resolution).	747,686,700	98.77%	9,292,081	1.23%	756,978,781	75.58%	997,951
22.	To authorise the Directors to disapply pre-emption rights for an acquisition or other capital investment (Special Resolution).	739,470,639	97.69%	17,498,801	2.31%	756,969,440	75.58%	1,007,292
23.	To authorise the Company to make market purchases of its own shares (Special Resolution).	756,615,533	99.85%	1,135,572	0.15%	757,751,105	75.66%	225,628
24.	To authorise a 14-day notice period for general meetings (Special Resolution).	743,027,420	98.04%	14,861,072	1.96%	757,888,492	75.67%	88,241

\*A vote withheld is not a vote in law and therefore cannot be counted in the calculation of the proportion of votes for and against a resolution.

As at the date of the AGM, the Company's issued share capital was 1,001,563,640 ordinary shares of 10 pence each.

In accordance with the Financial Conduct Authority's Listing Rule 9.6.2, a copy of the resolutions passed at the Annual General Meeting will be available via the National Storage Mechanism, which can be accessed at:

<https://data.fca.org.uk/#/nsm/nationalstoragemechanism>.

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