

APTITUDE SOFTWARE GROUP PLC ("THE GROUP")

2021 ANNUAL GENERAL MEETING - VOTING UPDATE

At the Group's Annual General Meeting held on 27 April 2021, 29% of the votes cast on Resolution 6, relating to the Re-election of Peter Whiting, were voted against. Whilst Resolution 6 was passed by a clear majority, in accordance with the recommendations of the UK Corporate Governance Code the Board has consulted with its major shareholders to understand the reasons behind this result.

The views shared by those investors that responded to the Group's invitation to engage on this subject highlighted two key areas that had influenced their voting decisions:

- 1) The number of other non-executive directorships and committee chair roles held; and
- 2) The impact of tenure of over 9 years upon the ability to remain independent.

The Board thanks those shareholders that took the time to engage with the Group on this matter and now provides the following update:

Prior to the 2021 Annual General Meeting, the Board gave careful consideration to each of these matters and provided disclosures on these in its 2020 Annual Report and Accounts, with reference to the recommendations of the 2018 UK Corporate Governance Code and the Board's understanding of generally accepted good practice. However, as a direct result of the consultation process, the Board now recognises that certain investors have different expectations in these areas, and it will take these into consideration in its governance framework and disclosures going forward.

As announced to the London Stock Exchange on 1 October 2021, Peter Whiting has taken the decision not to seek re-election at the 2022 Annual General Meeting and will hand over his responsibilities as Chair of the Remuneration Committee and Senior Independent Director prior to this, following the release of the Group's 2021 Annual Results. The Board is extremely grateful for the significant contribution that Peter Whiting has made, and continues to make, to the Group and thanks him for his commitment to ensuring a smooth handover of his responsibilities ahead of this time.

27 October 2021