

ACCORD

LLOYDS BANKING GROUP PAY BALLOT 2023

CLOSE OF VOTING: 12 NOON ON FRIDAY 27 OCTOBER 2023

Number of eligible voters		18,804
Votes cast online:	12,769	
Total number of votes cast:		12,769
Turnout:		67.9%

### What is your job grade?

RESULT	
A	3,017
B	2,553
C	2,900
D	1,679
E	1,916
F	598
G	100

Total number of valid votes to be counted:	12,763
Total number of blank votes	6

Accord's Principal Executive Council (PEC) recommends acceptance of the pay proposals for 2024 and 2025. Do you agree?

RESULT	
YES	10,107
NO	2,662

Total number of valid votes to be counted:	12,769
Total number of blank votes	0

Please select the reason(s) why you don't support an agreement being signed

RESULT	
IT WILL BE A PAY CUT DUE TO THE CURRENT RATE OF INFLATION	1,731
THE PROPOSALS DON'T HELP WITH RISING MORTGAGE / RENT COSTS	1,349
THE PROPOSALS DON'T REFLECT THE CONTRIBUTION I'VE MADE TO THE GROUP	933
THE WAY THE PAY IS DISTRIBUTED IS UNFAIR	806
I DON'T SUPPORT A TWO-YEAR DEAL	1,703
NONE OF THE ABOVE	69

Total number of valid votes to be counted:	2,662
Total number of blank votes	0

Civica Election Services can confirm that, as far as reasonably practicable, every person whose name appeared on the electoral roll supplied to us for the purpose of the election:-

- a) was sent the details of the election and
- b) if they chose to participate in the election, had their vote fairly and accurately recorded

All voting material will be stored for six months.

CIVICA ELECTION SERVICES