

Remuneration at a glance

Remuneration in FY23

IG has made excellent progress in terms of our performance this financial year, continuing to deliver on our strategy. This continued progress is reflected in pay outcomes.

The following section shows a summary of the performance measures we use, and the resulting pay for Executive Directors.

FY23 SPP outcome

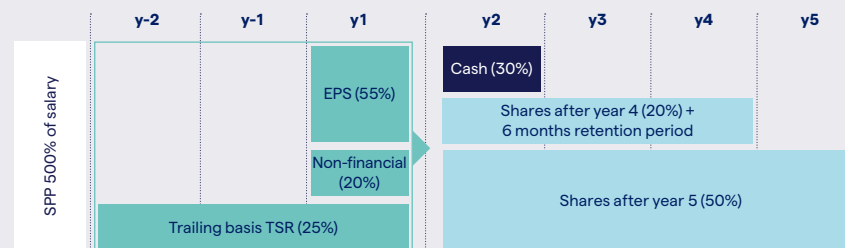
| Metric | Weighting | SPP outcome | | Outcome | Contribution to SPP vesting | |
|--|----------------|--|------------------------|---------|-----------------------------|---------------|
| | | Threshold | Maximum | | | |
| Adjusted EPS | 55% | Adjusted EPS: 0% payout, TSR: 25% payout | 76.7p | 98.0p | 87.00% | 47.85% |
| | | Actual | | | | |
| | | 94.7p | | | | |
| TSR (trailing basis FY20–FY23) | 25% | Actual: 50 th percentile | | 25.90% | | 6.50% |
| | | Median ranking | Upper quartile ranking | | | |
| Non-financial | | | | | | |
| Details of performance are set out on page 112 | 20% | Actual: 96.00% | 0.00% | 100.00% | 96.00% | 19.20% |
| Total | 100.00% | | | | | 73.55% |

| | Maximum opportunity | SPP outcome | | Delivered in cash (30%) | Deferred into shares (70%) |
|---------------|---------------------|--------------|-------------|-------------------------|----------------------------|
| | | % of maximum | % of salary | | |
| June Felix | 500% of salary | 73.55% | 368% | £698,000 | £1,630,000 |
| Charlie Rozes | 400% of salary | 73.55% | 294% | £449,000 | £1,047,000 |
| Jon Noble | 400% of salary | 73.55% | 294% | £373,000 | £870,000 |

Total remuneration (£000)



Payout profile for CEO for FY23



Based on CEO SPP award level of 500% of salary

● Shares granted

For structure and payout profile of CEO under the proposed new directors remuneration policy see page 93