

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

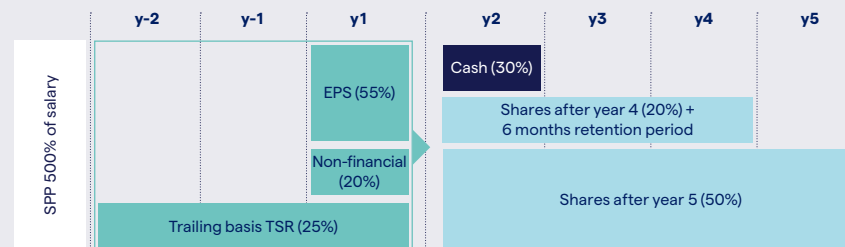
Metric	Weighting	SPP outcome		Outcome	Contribution to SPP vesting	
		Threshold	Maximum			
Adjusted EPS	55%	Adjusted EPS: 0% payout, TSR: 25% payout	76.7p	98.0p	87.00%	47.85%
		Actual				
		94.7p				
TSR (trailing basis FY20–FY23)	25%	Actual: 50 th percentile		25.90%		6.50%
		Median ranking	Upper quartile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