



SP Transmission plc, SP Distribution plc, SP Manweb plc
Statement on linkages between Directors' Pay and Standards of Performance
to 31st December 2024

The directors participate in the group's performance related Annual Incentive Plan and receive a bonus in the year under review. Entitlement to a bonus is dependent upon achievement of objectives set at a group, business and personal level. Business objectives are set annually based on what requires to be delivered by the business and progress is tracked against a scorecard. The objectives set include targets relating to service standards, which include customer minutes lost, customers interrupted and telephone response rate.

2024 Personal Level Business Objectives
% link to key measurable outputs

Role	Customer Service	Health & Safety	Investment Delivery	Performance & Governance
Chief Executive Officer	8%	6%	76%	10%
Director of Network Planning & Regulation	8%	8%	76%	8%
Director of SP Distribution	16%	12%	58%	14%
Director of SP Manweb	16%	12%	58%	14%
Managing Director Transmission	8%	8%	76%	8%
Director of Processes & Technology	12%	8%	66%	14%
NIC Cyber Transformation Director	8%	8%	67%	17%
Director of SP Transmission	8%	8%	76%	8%
Customer Service Director	26%	8%	53%	13%

Each director has an objective for performance & governance and the measurable outputs are weighted depending on their responsibilities.

Further information: P&O - Reward Department