

Executive Directors - Annual Bonus Plan 2023



Financial measures and outcomes

Financial measures for the bonus year which ended 31 December 2023 consisted of:

- Profit target – we used (Earnings Before Interest, Taxes, Depreciation and Amortisation) as our measure of success.
- A cash generation target – measured on free cash flow
- Growth - measured through revenue backlog additions

EBITDA



Cash generation



Revenue backlog additions



Note: Illustrations not to scale