

NTR Remuneration Statement

NTR has a remuneration policy which is designed to support the long-term business interest and deliver long-term sustainability.

The remuneration policy and associated arrangements have been designed to

- a) promote sound and effective sustainability risk management,
- b) discourage risk-taking that exceeds the sustainability risk appetite of NTR plc,
- c) act in the long-term interest of the business.

NTR plc conducts biannual performance reviews, and all categories of staff have ESG elements (non-financial metrics) within their variable pay component. NTR reserves the right to reduce or refrain from paying a variable component if an employee has failed to comply with the policies for integration of sustainability risks or non-adherence to company values.

The remuneration policy includes a description of how remuneration and benefits are calculated as well as information about the remuneration committee. The policy is reviewed annually by the remuneration committee and updated as required.