Outstanding awards

Awards granted in prior years will remain in place, and will continue to vest as normal, to the extent that the performance conditions are met.

The table below provides details of the outstanding OIP awards. For further details of performance conditions applying to each award.

Year of operation	Main grant date	End of performance period
2026	15 June 2026	31 March 2029
2025	16 June 2025	31 March 2028
2024	14 June 2024	31 March 2027

Historical awards

Year of operation	End of performance period	Payout based on performance/total payout for awards granted after 2020	Payout including ROCE	Payment date
2023	31 March 2026	100%	N/A	July 2026
2022	31 March 2025	100%	N/A	July 2025
2021	31 Mach 2024	100%	N/A	July 2024
2020	31 March 2023	100%	N/A	July 2023
2019	31 March 2022	91.36%	119.68%	July 2022
2018	31 March 2021	91%	119.12%	July 2021
2017	31 March 2020	93.1%	131.41%	July 2020

Year of operation	End of performance period	Payout based on performance/total payout for awards granted after 2020	Payout including ROCE	Payment date
2016	31 March 2019	10.8%	16.2%	July 2019
2015	31 March 2018	25%	35.98%	July 2018
2014	31 March 2017	25%	36.52%	July 2017
2013	31 March 2016	67.2%	98.4%	July 2016
2012	31 March 2015	57.3%	84.2%	July 2015
2011	31 March 2014	29.22%	43.75%	July 2014
2010	31 March 2013	29.24%	44.21%	July 2013
2009	31 March 2012	35.44%	52.68%	July 2012
2008	31 March 2011	39.62%	58.26%	July 2011