

### Supplementary information - Directors' share options and shares

The following table details the nil-cost options over ordinary shares of the Company granted to the current IAG CEO under the IAG PSP as at 31 December 2023:

Director	Date of grant	Number of options at 1 January 2023	Exercise price	Options exercised during the year	Options lapsed during the year	Options granted during the year	Exercisable from	Expiry date	Number of options at 31 December 2023
	28 May 2015	131,242	-	-	-	-	1/1/2020	31/12/2024	131,242
	7 March 2016	98,001	-	-	-	-	1/1/2021	31/12/2025	98,001
	6 March 2017	174,504	-	-	-	-	1/1/2022	31/12/2026	174,504
Luis Gallego	6 March 2020	538,805	-	-	538,805	-	lapsed		-
<b>Total nil-cost options over ordinary shares</b>		<b>942,552</b>	<b>-</b>	<b>-</b>	<b>538,805</b>	<b>-</b>			<b>403,747</b>

The award granted on 6 March 2020 was tested at the end of the performance period. Threshold performance was not achieved for any measure and therefore the award lapsed in full (one third of the award was subject to TSR performance measured against a comparator index, one third was subject to adjusted EPS performance, and one third was subject to RoIC performance).

The value attributed to the Company's ordinary shares in accordance with the plan rules on the date of the PSP awards was 2020: 459 pence; 2017: 546 pence; 2016: 541 pence; and 2015: 550 pence.

The following table details the conditional share awards over ordinary shares granted under the Restricted Share Plan (RSP) to Executive Directors:

Director	Date of grant	Number of conditional shares granted	Vesting date	Shares lapsed at vesting due to underpin	Holding period expiry date	Number of unvested conditional shares at 31 December 2023	Number of vested conditional shares at 31 December 2023
	23 June 2021	414,954	23 June 2024	-	23 June 2026	414,954	-
	21 March 2022	581,907	21 March 2025	-	21 March 2027	581,907	-
	28 October 2022	290,953	21 March 2025	-	21 March 2027	290,953	-
Luis Gallego	13 March 2023	835,751	13 March 2026	-	13 March 2028	835,751	-
<b>Total conditional share awards (RSP)</b>		<b>2,123,565</b>				<b>2,123,565</b>	

RSP awards are subject to a discretionary underpin prior to vesting. This review, performed by the Remuneration Committee, considers the Company's overall performance, including financial and non-financial performance measures, as well as any material risk or regulatory failures identified. In the event of a significant failure on the part of the Company or the Executive Director, malus and clawback provisions are available to the Remuneration Committee.

The value attributed to the Company's ordinary shares in accordance with the plan rules on the date of the RSP awards was 2023: 153 pence (both awards in 2022: 141 pence and 2021: 198 pence).

### Incentive Award Deferral Plan (IADP)

Under the current policy, 50% of any Annual Incentive Award for executive directors is made in deferred shares under the Executive Share Plan. Under this plan, incentive award shares are deferred for three years from date of grant. The following table details the current Executive Director's holdings of conditional awards over ordinary shares of the Company granted under the IAG IADP. Awards are shown for the performance periods ended 31 December 2019 and 31 December 2022.

No award was made in respect of 2020 (in March 2021) following the decision to cancel the 2020 IAG Annual Incentive Plan. Additionally, no award was made for 2021 (March 2022), as the IAG's CEO confirmed to the Board that he did not wish to be considered for a 2021 Annual Incentive Award, waiving any 2021 incentive opportunity.

Executive Director	Performance year award relates to <sup>1</sup>	Date of award	Number of Shares at 1 January 2023	Awards released during the year	Date of vesting	Awards lapsing during the year	Awards made during the year	Number of unvested shares at 31 December 2023
	2019	6 March 2020	81,520	81,520	6 March 2023	-	-	-
Luis Gallego	2022	13 March 2023	447,341	-	13 March 2026	-	-	447,341
<b>Total</b>			<b>528,861</b>	<b>81,520</b>		<b>-</b>	<b>-</b>	<b>447,341</b>

<sup>1</sup> For the performance period ended 31 December 2023 the award is expected to be made March 2024.

Under the Executive Share Plan rules an IADP will not lapse on leaving employment before the vesting date unless exceptional circumstances occur, such as gross misconduct, in which case the award would lapse in full. IADP awards are also subject to the policy's malus and clawback provisions.

The values attributed to the Company's ordinary shares in accordance with the plan rules for IADP awards (relating to the previous year's performance) were 2020 award: 459 pence; and 2023 award: 153 pence.

The share price on the date of the vesting of the 2020 IADP award (6 March 2023) was 155 pence. The monetary value of the shares received was the share price on the date of the vesting multiplied by the number of shares in respect of the award vested, as shown in the table above.