

### 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 2024:

Director	Date of grant	Number of options at 1 January 2024	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 2024
Luis Gallego	May 2015	131,242	1,4290	131,242	-	-	1/1/2020	31/12/2024	-
	March 2016	98,001	1,4290	98,001	-	-	1/1/2021	31/12/2025	-
	March 2017	174,504	1,4290	174,504	-	-	1/1/2022	31/12/2026	-
<b>Total nil-cost options over ordinary shares</b>		<b>403,747</b>		<b>403,747</b>	<b>-</b>	<b>-</b>			<b>-</b>

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

The following table details the conditional 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 2024	Number of vested conditional shares at 31 December 2024
Luis Gallego	June 2021	414,954	June 2024	-	June 2026	-	414,954
	March 2022	581,907	March 2025	-	March 2027	581,907	-
	October 2022	290,953	March 2025	-	March 2027	290,953	-
	March 2023	835,751	March 2026	-	March 2028	835,751	-
	March 2024	874,437	March 2027	-	March 2029	874,437	-
<b>Total conditional share awards (RSP)</b>		<b>2,998,002</b>				<b>2,583,048</b>	<b>414,954</b>

RSP awards are subject to a discretionary underpin prior to vesting. This underpin 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 2024: 152 pence (2023: 153 pence, both awards in 2022: 141 pence and 2021: 198 pence).

### Incentive Award Deferral Plan (IADP)

Under the current Policy, if the IAG CEO has met the 350% shareholding guideline then 20% of any Annual Incentive Award for executive directors is made in deferred shares under a plan called the Executive Share Plan (otherwise 50% is deferred into shares). 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 2022 and 31 December 2023.

Executive director	Performance year award relates to <sup>1</sup>	Date of award	Number of shares at 1 January 2024	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 2024
Luis Gallego	2022	March 2023	447,341	-	March 2026	-	-	447,341
	2023	March 2024		-	March 2027	-	464,685	464,685
<b>Total</b>			<b>447,341</b>	<b>-</b>		<b>-</b>	<b>464,685</b>	<b>912,206</b>

<sup>1</sup> For the performance period ended 31 December 2024 the award is expected to be made in March 2025.

Under the Executive Share Plan rules an IADP award 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 Remuneration 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 as follows: 2024 award: 152 pence and 2023 award: 153 pence.