

## Directors Remuneration Statement

### This statement is made in accordance with section 33F of the Gas Act 1986 (as amended)

As a gas transmission network owner and system operator, National Gas Transmission plc (“NGT”) holds a licence to carry out activities subject to price regulation. Section 33F of the Gas Act 1986 (as amended) applies to any company which is authorised by a licence to carry out activities subject to price regulation. In order to comply with this NGT is required to disclose the level of remuneration linked to levels of performance with respect to service standards in connection with activities subject to price regulation that has been paid, or is due to be paid, to NGT directors for the year ended 31 March 2025.

Service standards are standards which relate to the quality of service received by customers or potential customers of the company.

NGT has adopted the remuneration policy and approach set out in this statement for the year ended 31 March 2025.

There is no direct link between performance against service standards in respect of basic salary or pension benefits of the executive directors of NGT.

Performance-based elements of remuneration form a significant portion of the total remuneration package for the executive directors of NGT. Performance-based elements are linked to both business performance measures and individual performance and typically comprise an annual bonus element (the Short-Term Incentive Plan, “**STIP**”) and a longer-term bonus element (the Long-Term Incentive Plan, “**LTIP**”).

The STIP applicable to executive directors is linked to the financial, operational and customer service performance of NGT as well as to their individual performance. During the year 1 April 2024 to 31 March 2025, we have paid the STIP award for the year 1 April 2023 to 31 March 2024. The STIP award for the year 1 April 2024 to 31 March 2025 has become due and will be paid in June 2025.

The process for establishing the STIP is as follows:

- a. in terms of the operational performance of NGT, this is assessed against metrics and targets set at the start of the financial year and approved by Remuneration and Nomination Committee (“**Remco**”).
- b. in terms of the individual performance, this has been determined by an assessment of the achievement of objectives, set at the start of the financial year, as well as the demonstration of leadership behaviours and NGT values.

There was no LTIP payment vesting in the year 1 April 2024 to 31 March 2025. The executive directors received payment under the STIP in June 2024, to which a multiplier was applied. The two-year LTIP award for the year ended 31 March 2025 has become due and will be paid in July 2025.

The Sufficiently Independent Directors of NGT receive a flat monthly fee for their services. They do not participate in any bonus arrangements, and their remuneration is not linked to performance standards. The shareholder nominated Directors are not remunerated by NGT.