



## GO plc. – Annual General Meeting 2022 Shareholder Questions

---

- 1. The structure of the CEO's short-term incentive bonus (STI) is not known (i.e. caps, metrics, targets). Moreover, it is stated that the degree of achievement of these targets is determined by the board by comparing the realized outcomes against the target objectives. Given that these caps, metrics and targets are not known we would appreciate if we could have more clarity on that.***

As stated in the Remuneration report, the CEO's package is made up of fixed and variable elements.

The fixed salary corresponds to a basic remuneration for the performance of the CEO's executive functions and is designed to reflect the individual's professional profile and level of responsibility. The fixed salary is not in any way linked to variable parameters or results achieved.

The level of variable compensation is set at a level that contributes to striving towards attaining the Group's long-term goals and maintains an adequate proportion of fixed and variable remuneration. The CEO's variable compensation is in the form of an annual bonus scheme aimed at rewarding performance. The incentive is measured according to the level of achievement of set targets which are set by the Remuneration Committee on an annual basis and are designed to contribute to the long-term business interests and sustainability of the Company and the Group. For 2021, the financial performance targets were based on EBITDA and Operating Cash Flow generation at Company and Group levels.

