



## POST OFFICE LIMITED REMUNERATION COMMITTEE REPORT

<b>Title:</b>	PDR Ratings 2022/23	<b>Meeting date:</b>	3 July 2023
<b>Author:</b>	Ian Rudkin Interim Reward Director	<b>Sponsor:</b>	Nick Read Group Chief Executive Officer

### Input sought: Noting

The Committee is asked to **Note** the PDR ratings for the two Executive Directors, Group Executive (direct reports of the CEO) and the distribution of ratings for the wider population, as requested at the May meeting.

### Background:

PDR ratings are a driver of variable remuneration under the terms of the STIP plan; through the use of individual performance multipliers.

Whilst the company doesn't use a forced distribution method, there have been several stages of moderation and business review of ratings, through which challenge and justification is sought and some ratings have been changed.

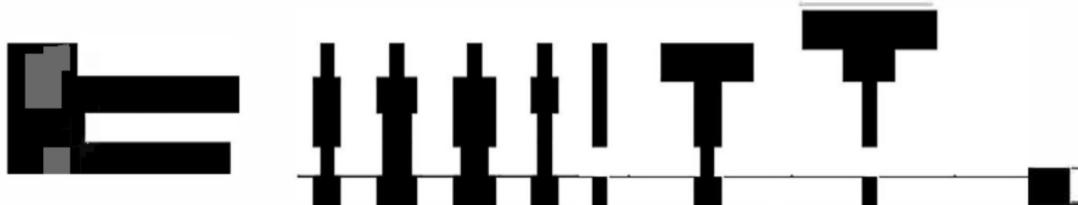
### Executive Directors Ratings 2022/23:

Nick Read (CEO)- Rated '5' by the Chairman and ratified by Amanda Burton and Ben Tidswell

[REDACTED]

[REDACTED]

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