

Disclosure of directors' single-figure total remuneration for the year

The total single-figure remuneration of the directors during the year ended 29 February 2024 is set out below:

		Fixed remuneration				Variable remuneration	
		Base salary and fees	Benefits	Pension equivalent	Other	Annual bonus	Total
		£	£	£	£	£	£
Executive directors							
Mahmud Kamani	2024	494,909	8,064	-	-	-	502,973
	2023	476,246	79,108	-	-	476,246	1,031,600
Carol Kane	2024	494,909	4,250	24,745	-	-	523,904
	2023	476,246	6,257	28,235	-	476,246	986,984
John Lyttle	2024	676,329	3,029	33,817	-	-	713,175
	2023	650,867	8,178	38,587	-	650,866	1,348,498
Neil Catto	2024	26,523	220	1,326	409,183	-	437,252
	2023	317,498	3,472	18,823	-	-	339,793
Shaun McCabe ⁽¹⁾	2024	427,500	7,091	21,375	585,000	-	1,040,966
	2023	227,179	997	9,375	-	187,500	425,051
Stephen Morana	2024	16,200	43	810	-	-	17,053
	2023	-	-	-	-	-	-
Executive directors	2024	2,136,370	22,697	82,073	994,183	-	3,235,323
	2023	2,148,036	98,012	95,020	-	1,790,858	4,131,926
Non-executive directors							
Kirsty Britz	2024	70,000	-	-	10,000	-	80,000
	2023	70,000	-	-	10,000	-	80,000
Iain McDonald	2024	79,167	-	-	20,000	-	99,167
	2023	70,000	-	-	10,000	-	80,000
Tim Morris	2024	82,500	-	-	10,000	-	92,500
	2023	60,000	-	-	10,000	-	70,000
Brian Small	2024	10,000	-	-	-	-	10,000
	2023	120,000	-	-	20,000	-	140,000
Alistair McGeorge	2024	110,462	-	-	20,000	-	130,462
	2023	-	-	-	-	-	-
John Goold	2024	58,872	-	-	10,000	-	68,872
	2023	-	-	-	-	-	-
Non-executive directors	2024	411,001	-	-	70,000	-	481,001
	2023	320,000	-	-	50,000	-	370,000
Total	2024	2,547,371	22,697	82,073	1,064,183	-	3,716,324
	2023	2,468,036	98,012	95,020	50,000	1,790,858	4,501,926

⁽¹⁾ Shaun McCabe served as a non-executive director until 3 October 2022 when he was appointed as the CFO. The 2023 amounts disclosed above include amounts relating to his remuneration as the CFO and fees earned as non-executive director (£40,833).

Figures in the single total figure remuneration include the following for the financial year:

Base salary and fees	The amount of salary or non-executive directors' fees.
Benefits	The value of private medical insurance, income protection, life assurance, company car and fuel costs based on the taxable value and driver services.
Pension / Pension equivalent	Where an executive has elected to forego company pension contributions due to pension cap restrictions, an amount of up to 5% is paid as a supplementary element, being the company cost-neutral equivalent of the pension cost and employer's NI foregone.
Other	Any termination payments to Executive Directors who left the business in the financial period as well as the value of free shares issued to non-executive directors in the financial period as part of their fees.
Annual bonus	The amount of performance-related bonus receivable. The table reflects the fact that the Executive Directors have opted to waive their bonus entitlement for the year.