

## Addendum to Matas Remuneration Report 2020/21

### STIP – additional information:

In addition to the information furnished in the Remuneration Report the table below shows the weight of each of the performance targets for the 2020/21 STIP and the extent to which each target has been met.

Performance targets	Weight	Achievement
EBITDA Before Special Items	25%	100%
Inventory Value end 2020/21	20%	100%
Revenue (like-for-like)	25%	100%
Discretionary targets	30%	Between 90% and 100%*

*\*) Different achievement for CEO and CFO*