

Pay and reward

| Chief Executive remuneration | |
|---|---|
| 2023/24 | 2022/23 |
| Remuneration: £327,000 Pension contributions: £46,000 Total: £373,000 £28,600 bonus was paid Chief Executive left 9 February 2024 | Remuneration: £191,000 Pension contributions: £35,000 Total: £226,000 No bonus paid New Chief Executive appointed 25 April 2023 |

| Colleagues paid over £60,000 | | |
|---|--------------------------|--------------------------|
| A total of 76 Moat colleagues (including Executive Directors) earned over £60,000 in the 2023/2024 financial year (2022/2023: 63 employees) in the following bands. Remuneration includes salary, allowances, pension contributions, bonuses and compensation for loss of office. | | |
| Salary band | No. of employees 2023/24 | No. of employees 2022/23 |
| £60,000 - £69,999 | 24 | 22 |
| £70,000 - £79,999 | 17 | 10 |
| £80,000 - £89,999 | 11 | 10 |
| £90,000 - £99,999 | 7 | 5 |
| £100,000 - £109,999 | 4 | 3 |
| £110,000 - £119,999 | 1 | 3 |
| £120,000 - £129,999 | 2 | 3 |
| £130,000 - £139,999 | 3 | 2 |
| £140,000 - £149,999 | 1 | - |
| £160,000 - £169,999 | 1 | 1 |
| £170,000 - £179,999 | 1 | - |
| £180,000 - £189,999 | 1 | 1 |
| £190,000 - £199,999 | - | 1 |
| £200,000 - £209,999 | 1 | - |
| £210,000 - £219,999 | - | 1 |
| £220,000 - £229,999 | 1 | 1 |
| £370,000 - £379,999 | 1 | - |

Non-executive board member remuneration:

- Moat Homes Limited (MHL) Chair remuneration: £27,500 per annum
- Senior Independent Director remuneration: £16,500 per annum
- Committee chair remuneration: £15,900 per annum
- Board member remuneration: £11,500 per annum