

Salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	£846k	£808k	£761k	£498k	£400k
Median	£800k	£761k	£616k	£449k	£342k
25 th percentile	£760k	£667k	£534k	£400k	£300k

Salary increases, FY24 (including zeroes)

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	4.5%	4.5%	4.5%	5.0%	5.9%
Median	4.0%	4.0%	4.0%	4.0%	4.5%
25 th percentile	3.4%	3.1%	3.5%	3.0%	2.0%

Pension, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	13.0%	12.0%	12.0%	10.0%	8.0%
Median	11.0%	10.0%	10.0%	7.8%	7.0%
25 th percentile	10.0%	9.5%	7.8%	5.0%	5.0%

Annual bonus maximum opportunity, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	220%	205%	200%	150%	150%
Median	200%	200%	190%	150%	125%
25 th percentile	180%	150%	150%	125%	100%

LTI maximum opportunity, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	410%	375%	320%	235%	175%
Median	330%	300%	250%	195%	150%
25 th percentile	295%	250%	200%	150%	120%

Total variable pay maximum opportunity, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	655%	575%	500%	400%	300%
Median	535%	500%	415%	325%	250%
25 th percentile	470%	400%	355%	275%	200%

Shareholding guideline in-post, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	400%	400%	300%	200%	200%
Median	325%	300%	275%	200%	200%
25 th percentile	300%	275%	200%	200%	200%

Shareholding requirement post exit in-post, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
Prevalence	97%	96%	96%	96%	95%
% of cos with requirements					
Applied for 2 years	100%	96%	97%	97%	96%
Set at in-post level for entire period	83%	80%	81%	68%	62%