

Salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	£883k	£851k	£803k	£511k	£413k
Median	£829k	£800k	£668k	£455k	£356k
25 th percentile	£793k	£750k	£556k	£400k	£308k

Salary increases, FY25 (including zeroes)

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	5.0%	5.0%	4.0%	4.0%	3.0%
Median	3.4%	3.2%	3.0%	3.0%	3.0%
25 th percentile	2.5%	2.5%	2.4%	2.0%	2.5%

Pension, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	14.0%	12.0%	12.0%	10.0%	8.8%
Median	10.5%	10.0%	10.0%	7.5%	7.0%
25 th percentile	10.0%	10.0%	8.5%	5.0%	5.0%

Annual bonus maximum opportunity, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	230%	220%	200%	150%	150%
Median	200%	200%	200%	150%	125%
25 th percentile	200%	180%	150%	125%	100%

LTI maximum opportunity, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	450%	415%	360%	250%	175%
Median	375%	310%	260%	200%	150%
25 th percentile	300%	250%	205%	150%	125%

Total variable pay maximum opportunity, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	685%	650%	555%	400%	305%
Median	585%	530%	450%	325%	260%
25 th percentile	500%	450%	380%	285%	225%

Shareholding guideline in-post, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
75 th percentile	450%	400%	350%	225%	200%
Median	400%	325%	300%	200%	200%
25 th percentile	300%	275%	200%	200%	200%

Shareholding requirement post exit in-post, % salary

	FTSE30	FTSE50	FTSE100	FTSE250	SmallCap
Prevalence	100%	98%	97%	97%	95%
% of cos with requirements					
Applied for 2 years	100%	98%	99%	97%	98%
Set at in-post level for entire period	90%	90%	87%	74%	68%