



## Remuneration disclosures

The following disclosures reflect the requirements of the Financial Services Authority (FSA) Policy Statement PS10/21 'Implementing CRD3 requirements on the disclosure of remuneration' issued in December 2010. The disclosures reflect remuneration that has been awarded in respect of the 2013 financial year..

Detailed information on the Macquarie Group's remuneration policies and principles can be found in the Macquarie Group 2013 Annual Report, which is available on the Macquarie website.

### Aggregate remuneration expenditure for Code Staff in 2013

<b>Aggregate remuneration expenditure</b>	<b>£m</b>
Front office staff	24.7
Central Functions	5.3
<b>Total</b>	<b>30.0</b>

Aggregate remuneration expenditure includes base salary, annual profit share allocations (including the deferred component) awarded in respect of the 2013 financial year and any Director promotion or new Director equity awards.

### Analysis of 2013 remuneration for Code Staff employees split between fixed and variable remuneration

	<b>Senior Management</b>	<b>Other Staff</b>	<b>Total Staff</b>
Number of Staff	27	-	27
Fixed Remuneration £m	6.7	-	6.7
Variable Remuneration £m	23.3	-	23.3
<b>Total Remuneration £m</b>	<b>30.0</b>	<b>-</b>	<b>30.0</b>

Senior Management is defined as those performing a Significant Influence Function (SIF) and other Senior Management whose roles are judged as falling within the FCA/PRA Code Staff definition.