

BIPRU 11.5.18**Disclosure: Remuneration**

The Firm is a Remuneration Code Proportionality Level 3 Firm and has applied the rules appropriate to its Proportionality Tier. The Executive Committee is responsible for the Firm's remuneration policy. All variable remuneration is adjusted in line with capital and liquidity requirements.

**Remuneration Code Staff Remuneration by Business Area (BIPRU 11.5.18(6))
For the year ended 31 March 2022**

Business Area Remuneration	Total
Investment Management	£6,211,347

**Aggregate Quantitative Remuneration by Senior Management and other
Remuneration Code Staff (BIPRU 11.5.18(7))**

Type of Remuneration Code Staff	Total Remuneration
Senior Management (SIF)	£6,211,347
Other Remuneration Code Staff	£0
Totals	£6,211,347