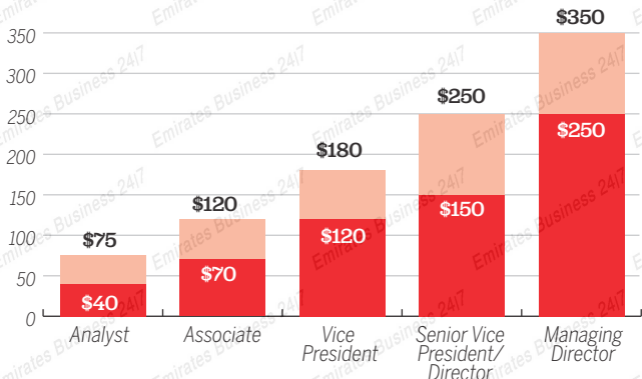


## Capital markets

Minimum Maximum

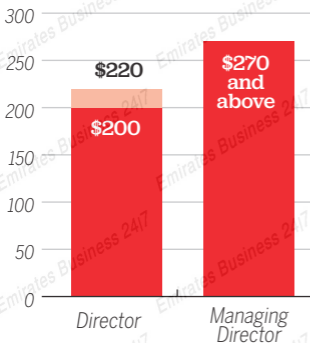


Note 1: Figures quoted above are base salaries

Source: McArthur Murray

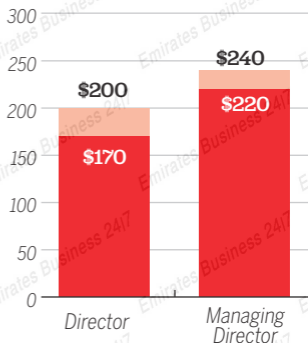
## Capital markets - ECM

Minimum Maximum



## Brokerage

Minimum Maximum



Note 1: The differences in salary are as a result of the differences between how compensation is created

Note 2: The salaries are listed as total compensation minus bonus per annum and in thousands of USD

Source: Pedersen & Partners