

Firm name	Equilibrium Asset Management LLP						
Remuneration Disclosure	Year ended 31 August 2011						
Dated	December 2011						
<p>Overview of decision-making process –</p> <ul style="list-style-type: none"> • Remuneration Committee: No separate remuneration committee exists; this function is instead undertaken by the governing body of the firm. • External consultants: No external consultants have been engaged on remuneration matters. • Personal reviews of the partners and other Code Staff are carried out at least annually to assess their performance in meeting individual and strategic objectives. These reviews are reflected in pay reviews as well as in awards of variable pay; 							
<p>Pay and performance –</p> <p>The policy in relation to the various elements of remuneration structures for executive directors and other Code Staff is set out below –</p> <p>The remuneration of partners and other Code Staff is primarily based on the firm’s financial and service performance to motivate and reward success.</p> <p>All Code Staff have the benefit of being members of the group Income Protection and Life Cover schemes</p>							
<p>Aggregate remuneration data:</p> <p>Details of remuneration paid to Partners and other Code Staff (7 in total) are as follows:</p> <table> <tr> <td>Fixed pay</td> <td>£509,063</td> </tr> <tr> <td>Variable pay</td> <td><u>£292,397</u></td> </tr> <tr> <td>Total</td> <td>£801,460</td> </tr> </table>		Fixed pay	£509,063	Variable pay	<u>£292,397</u>	Total	£801,460
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