

## Interactive Brokers (U.K.) Limited - Remuneration Policy

The Company remunerates its employees through a combination of salary and benefits, including an annual performance related bonus, where compensation is made in the form of a mixture of cash and share based payments.

The Company's key employees (including staff subject to the remuneration code) participate in the Group stock compensation plan (the "Plan"), which is a scheme introduced in 2007 to increase the emphasis on stock based incentive compensation and align the compensation of its key employees with the long term interest of stakeholders. Under the terms of the Plan, employees are awarded stock units in the Parent Company, IBG Inc. (symbol IBKR)

The Plan provides for a portion of relevant employee compensation to be granted in the form of stock units. The stock units granted to employees have various vesting provisions and generally convert to common stock over seven years. Such units are restricted from sale, transfer or assignment until the end of the restriction period. The number of stock units credited is the function of the amount awarded to each participant and the closing fair market value of the parent company common stock on grant date.

The Plan is administered by the Group Compensation Committee, which has discretionary authority to determine which employees will be eligible to participate. It establishes the terms and conditions of the awards under the Plan, including the number of awards offered to each employee and all other terms and conditions applicable to such awards in individual grant agreements. Awards are generally made through grants of Common Stock. The Plan provides that awards will be subject to issuance over time and may be forfeited upon an employee's termination of employment or violation of certain applicable covenants prior to issuance, unless determined otherwise by our Compensation Committee.

The Compensation Committee has overseen the development and implementation of the executive compensation programs within the Group, which are designed to directly link a significant portion of compensation to individual performance and overall performance standards that promote long-term increase in shareholder value and also to attract, retain and motivate key executives who are essential to the implementation of the strategic growth and development strategy.

The Compensation Committee bases its executive compensation decisions on core compensation principles, including the following:

- incentivising executives to perform with shareholders' interests in mind;
- assembling and maintaining a senior leadership team with the skills necessary to successfully execute business strategy, maintain competitiveness, and continue increasing the long-term market value of the Group; and
- rewarding past performance and motivating future performance

Aggregate quantitative information on code staff remuneration is published in the "Report and Financial Statements 2011" of Interactive Brokers (U.K.) Limited filed at the Companies House. During 2011 the company's Remuneration Code staff list included three persons.

The company, a limited activity firm, is subject to the FCA remuneration code and is defined as a level 3 firm for reporting and disclosure purposes.

11/12/2012