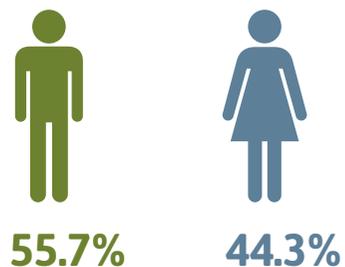


1. Introduction

As a global financial services business, INTL FCStone Ltd (IFL) recognises the importance of diversity as it provides us with broader knowledge and skills to enhance performance and the service we can provide our clients, as well as helping us to expand our understanding of the markets in which we operate. Additionally, at IFL, we are proud of our entrepreneurial culture which promotes individuality, integrity and openness and it is important to us to continue to attract diverse talent that would thrive in our multi-product and international business.

IFL welcomes the UK Government's legislation on gender pay gap reporting and have taken this opportunity to present information beyond the legislative requirements.

2. Our Workforce



3. Gender Pay Gap

The gender pay gap is the difference in the average hourly salary of all men and women across the company, described by the mean and median. The gender pay gap should not be confused with equal pay which refers to men and women receiving the same pay for the same job or work of equal value.

3.1 Gender Pay Gap Analysis – Excluding April Allocations

Calculations for the pay gap metrics are to be based on a single pay period around the “snapshot date” of 5 April, in each year, while bonus gap metrics cover the whole year up to the relevant date.

IFL variable remuneration to Front-office staff is paid on a quarterly basis and the second quarter allocations are paid in April. This resulted in a distortion of the overall pay gap figures, so we have provided an analysis of the figures without April bonus payments.

3.1 Gender Pay Gap Analysis – Excluding April Allocations (continued)

INTL FCSTONE LTD		
	MEAN	MEDIAN
Gender Pay Gap	33.6%	30.6%
Gender Bonus Gap	63.4%	67%

Gender Pay Gap in Financial Services: Annual Survey of Hours and Earnings (Office for National Statistics)		
	MEAN	MEDIAN
Gender Pay Gap	35%	35.6%

Table 1 - Gender Pay & Bonus Gap (Excl. April Allocations)

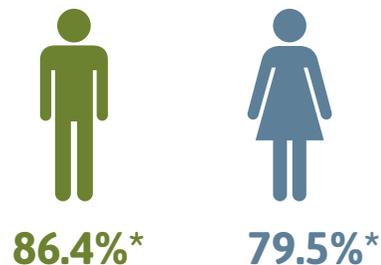
3.2 Comparison with other financial services organisations

	INTL FCSTONE LTD		COMPANY A		COMPANY B		COMPANY C		COMPANY D	
	MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN	MEAN	MEDIAN
Gender Pay Gap	33.6%	30.6%	29%	31%	40%	30%	48%	45%	33%	30%
Gender Bonus Gap	63.4%	67%	73%	53%	80%	50%	78%	83%	57%	60%

4. Mandatory Reporting

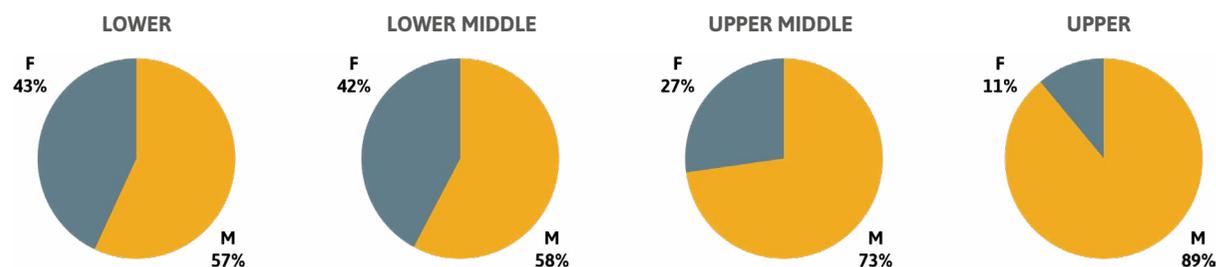
The reportable figures have been calculated in line with the approach and methodology set out under the gender pay reporting regulations.

4.1 No. of Staff Receiving a Bonus



*Based on April 2018 snapshot

4.2 Pay Quartiles



The image above illustrates the gender distribution across four equally sized quartiles.

4.3 Gender Pay Gap Analysis

INTL FCSTONE LTD		
	MEAN	MEDIAN
Gender Pay Gap	51.2%	46.1%
Gender Bonus Gap	63.4%	67%

Gender Pay Gap in Financial Services: Annual Survey of Hours and Earnings (Office for National Statistics)		
	MEAN	MEDIAN
Gender Pay Gap	35%	35.6%

Table 2- Gender Pay Gap based on April 2018 Snapshot

5. INTL FCStone Ltd – Gender Pay Differences

Having compared IFL's gender pay gap statistics with other financial services organisations, we can see that our figures are comparable. Additionally, we are confident that the number of staff receiving a bonus (4.1) is fair and there should be no difference as all employees are subject to the standard eligibility criteria such as successful completion of probation.