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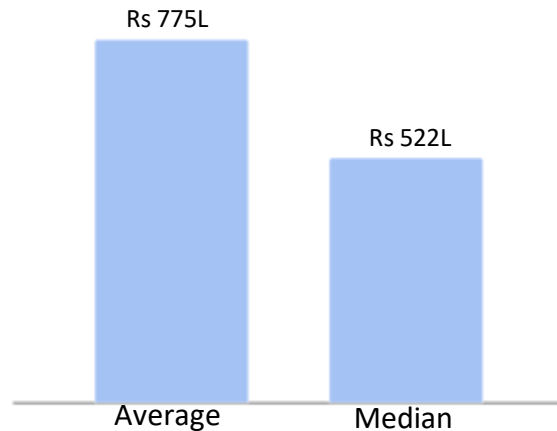
Bridge to Global Talent

Compensation Landscape in ET500 Companies

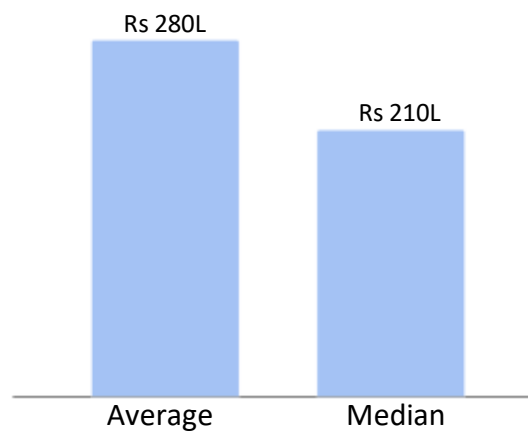
Quick Overview
May 2021

Key Compensation Trends in firms in ET 500

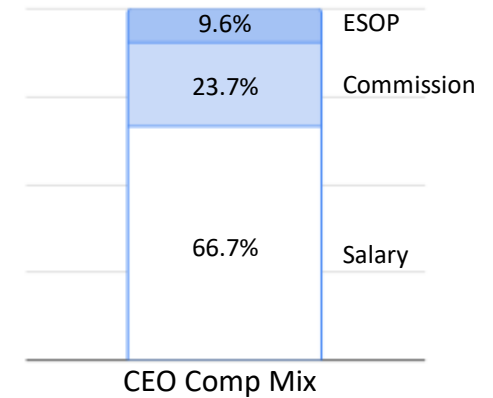
Average and Median CEO Compensation across ET 500 firms



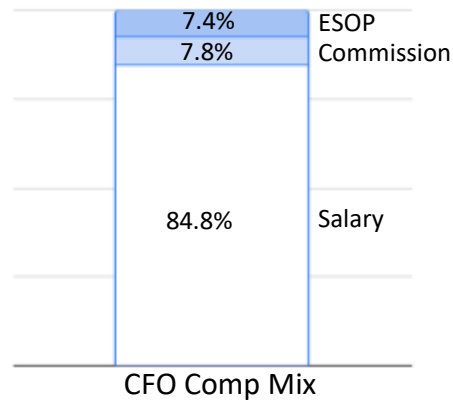
Average and Median CFO Compensation across ET 500 firms



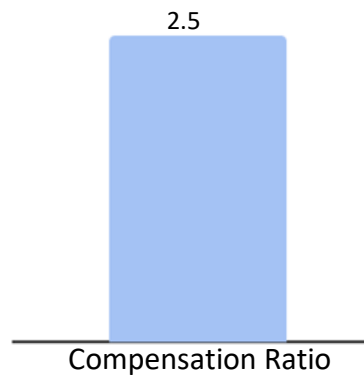
CEO Compensation Mix across ET 500 firms



CFO Compensation Mix across ET 500 firms



CEO-to-CFO Compensation Ratio across ET 500 firms



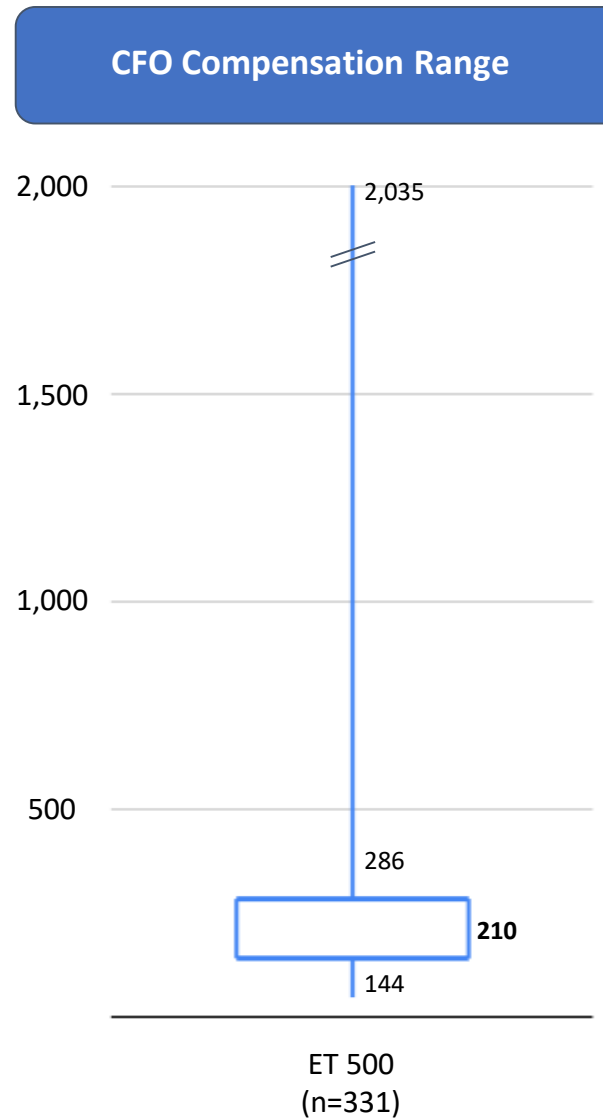
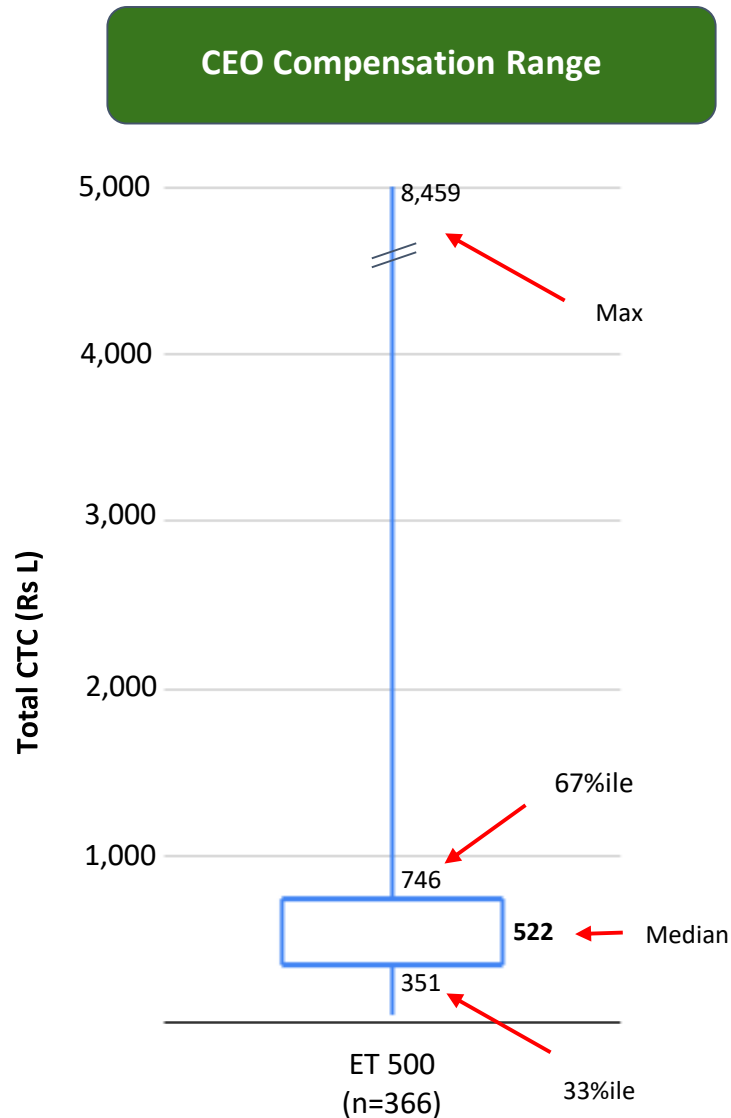
ESOP/LTI prevalence across ET 500 firms, among CEOs and CFOs



Notes:

FY20 Total Compensation, includes ESOPs and all other components

CEO & CFO Compensation Ranges - across all firms in ET 500



CEO Compensation

- CEOs of ET 500 firms earn a median compensation of Rs 522L, including Salary, Commission and ESOPs
- 67% of the CEOs earn Rs 746L or less, while 33% earn Rs 351L or less

CFO Compensation

- CFOs of ET 500 firms earn a median compensation of Rs 210L, about 40% of what CEOs make
- 67% of the CFOs make Rs 286L or less, while 33% make Rs 144L or less
- It is notable that the CFOs are consistently at ~40% of CEO compensation across 67%ile, median and 33%ile

Notes:

FY20 Total Compensation, includes ESOPs and all other components

Notes to interpret the data

Sources of information

- All information have been taken from the respective companies' annual reports for the FY20, downloaded from their websites.
- Compensation for the CEO and CFO are given as part of the declaration, within the Annual Report. These have been taken as-is. Where there is an overlap between the leaving and new CFO or CEO, we have taken the one with the maximum term in the year. Compensation components (except ESOPs) have been annualized wherever the person has served a part of the year.
- ESOPs have been considered if they are granted by the company to the individual in FY20. Vestments and allotments are not considered as they are not attributable to the FY20 earnings by the individual. ESOP value have been calculated in two different ways – intrinsic value method and fair value method. Fair Value of options are taken from the annual reports. Total compensation displayed in the previous pages show the Total Compensation using Fair Value Method.
- Total Compensation is calculated as Salary as per provisions + sweat equity + commission + Bonus/PLI + ESOPs calculated as above. To repeat, ESOPs are calculated by Resource Bridge LLP with the other elements taken as-is from the annual reports.
- For company turnover, turnover growth and PAT calculations, consolidated total turnover (including other income) has been considered. All these are directly from the respective annual reports.
- Queries/Comments? Please write to comp.report@resource-bridge.com.

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