

THE **2022** EXECUTIVE & BOARD REMUNERATION REPORT



EXECUTIVE AND BOARD REMUNERATION REPORT: TABLE OF CONTENTS



Introduction and Overview



- Scope and methodology
- Company demographics
- Glossary of terms
- Executive summary

Executive Directors' Compensation



- Total pay (FY18-22): means, medians, 25th, 75th and 90th percentile levels, and distribution by pay-range
- Total pay (FY18-22) by levels: Executive, CEOs/MDs, CFOs, Executive Directors, Company Secretaries
- Composition of pay: fixed pay (and its components), variable pay (and its components, including ESOPS)
- Changes in pay in FY18 to FY22
- CAGR of changes in pay FY18-22 by level
- Private sector vs PSU pay comparison (FY18-22)
- Total pay by market cap, company age, revenue by levels; private vs PSUs
- Highest Paid CMDs, CEOs, CFOs

**by sector, ownership, function,
age, tenure, highest
qualification, education at post
graduate level*

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Non-Executive Directors' Compensation



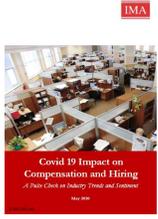
- Total pay (FY18-22): means, medians, 25th, 75th and 90th percentile levels, and distribution by pay-range
- Total pay (FY18-22) by levels: Non-Executive Directors and Non-Executive Chairman
- NED and Non-Executive Chairman pay by market cap, ownership, sector
- Composition of pay: fixed pay (and its components), variable pay (and its components, including ESOPS)
- Changes in pay in FY18 to FY22
- CAGR of changes in pay FY18-22 by level
- Private sector vs PSU pay comparison (FY18-22)

**by sector, ownership, function, age, tenure, highest qualification, education at post graduate level*



OUR PORTFOLIO OF RESEARCH REPORTS

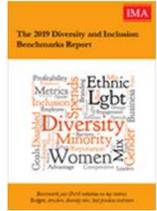
HR



▶ Covid-19 Impact on Compensation and Hiring



▶ The 2021 Executive & Board Remuneration Report



▶ The 2019 Diversity and Inclusion Benchmarks Report



▶ Salary Increment Benchmarks FY22



▶ FY22 Attrition Benchmarking Study

Other

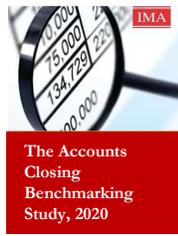


▶ CXO Diaries: Life after Covid-19

Finance

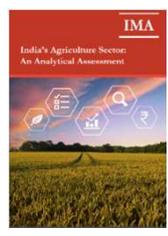


▶ Finance Department Performance Benchmarks



▶ The Accounts Closing Benchmarking Study, 2020

Industry



▶ Indian Agriculture: An Analytical Assessment

Marketing

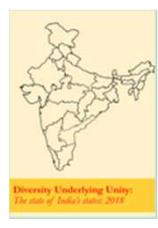


▶ The 2020 Digital Marketing Benchmarking Survey

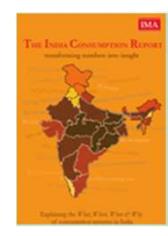
Economic and Thematic Studies



▶ The India Employment Report 2017



▶ Diversity Underlying Unity: A Study of India's States 2018



▶ The India Consumption Report 2016

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