

# THE **2022** BOARD REMUNERATION AND GOVERNANCE REPORT



Executive and Non-Executive Director Compensation | Board Performance and Composition  
| Board Independence | Gender Analysis

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## Introduction and Overview



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

## Company Board Metrics



- Board Size
- Number of NEDs
- Board composition:
  - Independent vs Non-Dependent Directors
  - Male vs female Representation on the Board
- Number of Board Meetings held
- Presence of the promoter on the Board
- Board Independence
- Cost of Running a Board
- What Makes ESG Different?

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

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## 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)

## Gender Diversity and Equality



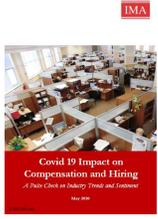
- Male-Female Representation by Level
- Companies with no Female Representation
- Gender-wise Pay Split by Level
- Female Pay Composition

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



# OUR PORTFOLIO OF RESEARCH REPORTS

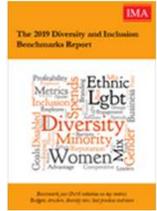
## HR



▶ 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

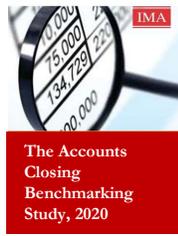


▶ CXO Diaries: Life after Covid-19

## Finance

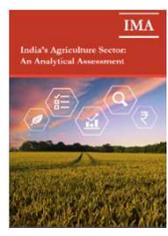


▶ Finance Department Performance Benchmarks



▶ The Accounts Closing Benchmarking Study, 2020

## Industry



▶ Indian Agriculture: An Analytical Assessment

## Marketing

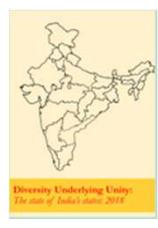


▶ The 2020 Digital Marketing Benchmarking Survey

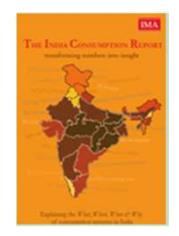
## Economic and Thematic Studies



▶ The India Employment Report 2017



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



▶ The India Consumption Report 2016

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