

## FTSE 250 Executive Remuneration Update

This pamphlet looks primarily at the CEO and Non Executive Directors but, as a subscriber, all the same information is available for all the other executive positions as part of your subscription. If you want any help accessing the information or a bespoke report produced, please contact us.

### Index Highlights - CEO

	Lower Quartile	Median	Upper Quartile	Top
Base	£531,500	£615,000	£740,000	£2,122,820
Total Cash	£910,508	£1,232,000	£1,585,100	£8,946,000
Single Figure Remuneration	£1,117,165	£1,640,436	£2,503,500	£10,112,000

### Base

The top 5 highest paying companies are in the following sectors: Banks, Industrial Engineering and Media.

Base pay for banks, is taken as base salary plus Fixed Pay Allowance (FPA).

The median base pay increase for the FTSE 250 is 4%. The highest 2 increases are in, Primary Health Properties plc 57% and Ashmore Group Plc 50%.

### Bonus

The table below looks at the maximum bonus, as a % of base salary, in the FTSE 250.

One company has a maximum bonus of 1045% of salary. The median bonus payment is £610,380 and the top £8,396,000

LQ	M	UQ
148%	150%	180%

There were 16 Companies that did not pay any bonus to their CEO.

### Benefits & Pensions

For the FTSE 250, the median amount paid for benefits was £20,513 and top, £873,900 paid by Harbour Energy plc.

Pension contributions for the FTSE 250 are 10% at the median. 13 companies paid below a 5% contribution and the top contribution of 24% by A.G. Barr plc.

### Fees for advice

Median annual fees paid to the primary adviser were £66,916 with the top fees being paid by Wizz Air Holdings.

20 companies paid a second Advisor, with fees ranging from £4,695 to £100,000 by abrdn Plc.

### Non-Executive Directors

The total fees paid for Non-Executive Directors in the FTSE 250 are shown in the table below.

LQ	M	UQ
£59,500	£71,000	£86,000

### Our Database

Our database, developed over more than 10 years, covers all elements of executive and non executive directors' remuneration for all quoted companies in the AllShare, Fledgling and AIM 100.

Access to the data is either by subscription to the online database or by using our research team to produce bespoke reports.

We provide a cost effective way to benchmark directors' pay.

An Annual subscription to MeisData costs £500. MeisData benefits include:

Executive Salary Survey, NED Survey, Access to the Benchmarking Database, Gender Pay Tool and 25% off other services (bespoke salary benchmarking, job evaluation and grading).

Bespoke Reports start at £150 per role. Please contact us for an example copy.

For more information, please contact Dominique Frith at [do.frith@tbp2.com](mailto:do.frith@tbp2.com) or on 020 8332 7171.