



FTSE 250 Finance Director Remuneration Update

This pamphlet looks primarily at the CFO and Other 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 - CFO

	Lower Quartile	Median	Upper Quartile	Top
Base	£350,000	£412,339	£453,000	£710,600
Total Cash	£596,000	£764,000	£966,000	£4,317,000
Single Figure Remuneration	£684,000	£1,031,308	£1,548,339	£8,963,500

Base (FDs)

The top 5 highest paying companies are in the following sectors: Travel & Leisure, Media, General Retailers, Oil & Gas and Banks.

The median base pay increase for the FTSE 250 is 4%. The highest 3 increases are as follows: Liontrust Asset Management plc and AJ Bell plc 28% and Baltic Classifieds Group plc 21%

Bonus (FDs)

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

LQ	M	UQ
125%	150%	153%

11 companies paid no bonus in the financial year 2022/23 to their CFO. The median bonus payment is £198,000 and the top, £3,795,000.

Benefits & Pensions (FDs)

For the FTSE 250, the median amount paid for benefits was £14,700 and top £350,009 paid by Carnival Plc.

Pension contributions for the FTSE 250 are 10% at the median, 12 companies paid below a 5% contribution and the top contribution is 25%.

Shareholder Requirement

At the Median, the shareholder requirement is 200% of base salary for CFOs in the FTSE 250.

Executive Directors

Base pay paid for other Executive Directors in the FTSE 250 are shown in the table below.

LQ	M	UQ
£322,783	£391,500	£515,850

The median base pay increase is 2% and median bonus 150% of base salary.

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 or on 020 8332 7171.

