



REMUNERATION OF BOARD, CEO and C-level Company X

Mapping of listed companies on XXXX

Year
2025

Main Sources Of The Study

This report includes information from two main sources:

- The companies' latest annual report, i.e. 20XX or in some cases the broken 20XX/YY.
- The AGM 20XX (Annual General Meeting).

Target Groups

Target Group A	Market Cap
Company A1	₹ 57 58 90 000
Company B1	₹ 42 11 30 000
Company C1	₹ 38 27 80 000
Company D1	₹ 58 58 90 000
Company E1	₹ 43 11 30 000
Company F1	₹ 39 27 80 000
Company G1	₹ 58 58 80 000
Company H1	₹ 43 11 20 000
Company I1	₹ 39 27 70 000
Company J1	₹ 58 98 90 000

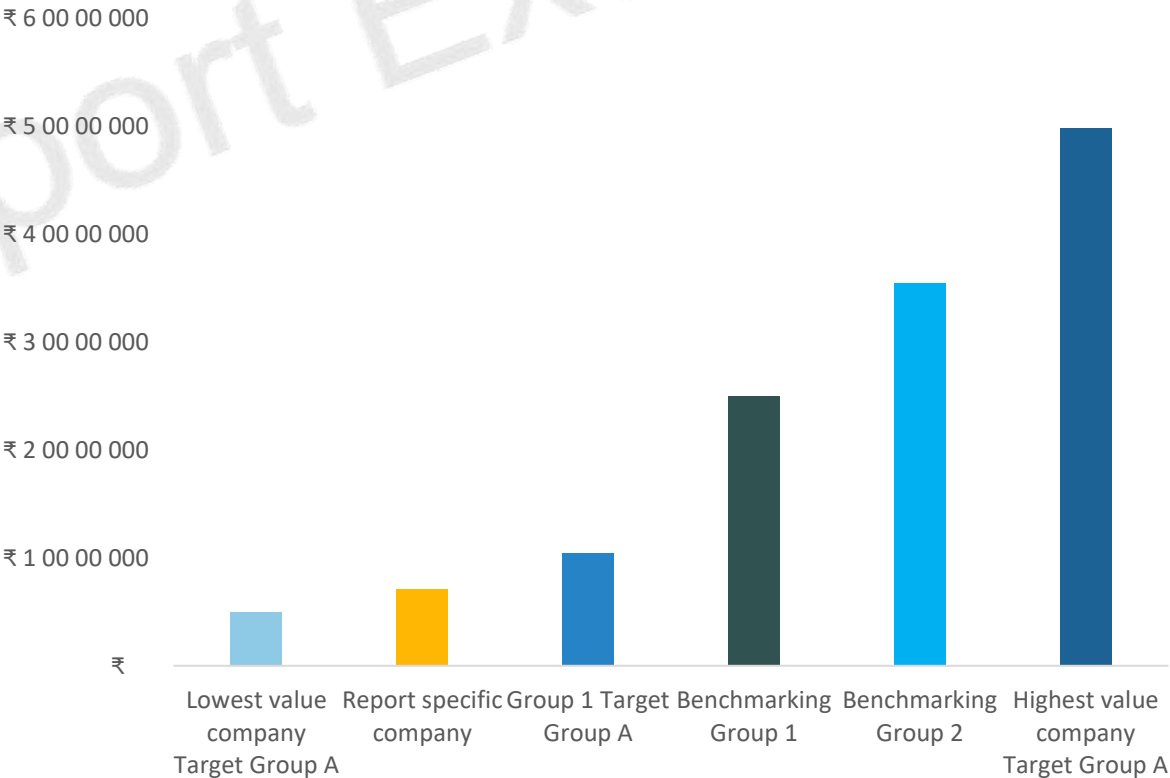
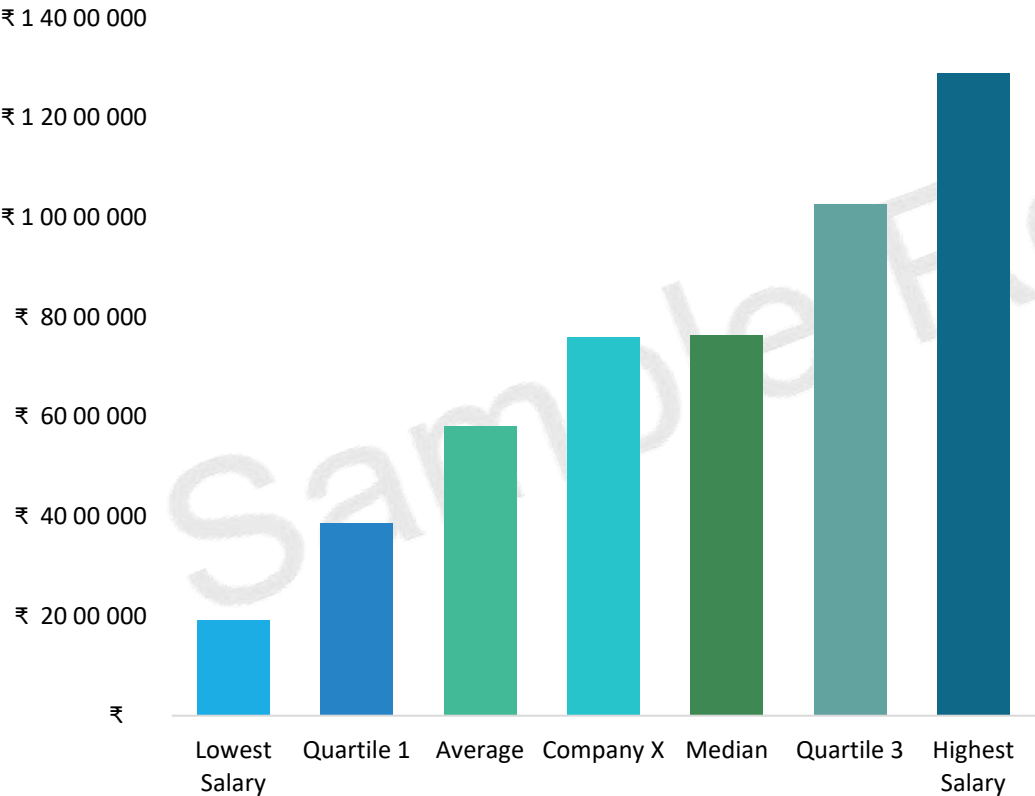
Benchmarking Group 1	Market Cap
Company A2	₹ 1000 00 00 000
Company B2	₹ 560 00 00 000
Company C2	₹ 730 00 00 000
Company D2	₹ 900 00 00 000
Company E2	₹ 650 00 00 000
Company F2	₹ 550 00 00 000
Company G2	₹ 860 00 00 000
Company H2	₹ 960 00 00 000
Company I2	₹ 783 00 00 000
Company J2	₹ 698 00 00 000

Benchmarking Group 2	Market Cap
Company A3	₹ 1986 00 00 000
Company B3	₹ 8930 00 00 000
Company C3	₹ 7890 00 00 000
Company D3	₹ 3860 00 00 000
Company E3	₹ 5930 00 00 000
Company F3	₹ 6890 00 00 000
Company G3	₹ 5860 00 00 000
Company H3	₹ 7930 00 00 000
Company I3	₹ 4890 00 00 000
Company J3	₹ 2860 00 00 000

How To Read The Report

All fees are in Indian Rupees.

Colour scheme used in graphs are accordingly to example below.



How To Read The Report

Details of the terms used in the graphs.

Lowest Value : It is the lowest value of remuneration provided by the company.

Quartile 1 : the 25th percentile where lowest 25% remuneration values are below this point.

Average: It is the sum of the remuneration values divided by no. of values in the list.

Median: It is central point between the smallest value and highest value.

Quartile 3 : the 75th percentile where lowest 75% remuneration values are below this point.

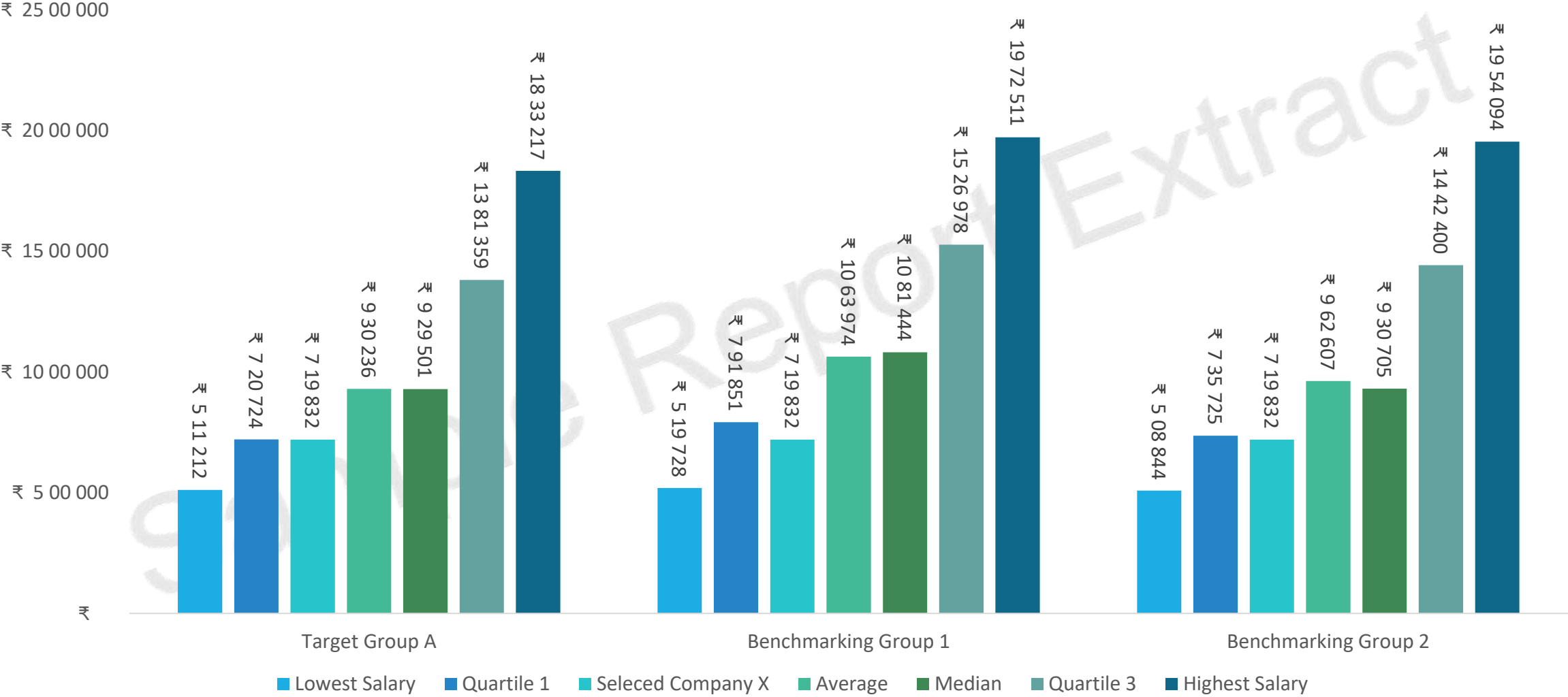
Highest Value : It is the highest value of remuneration provided by the company.

Board Remuneration

Sample Report Extract

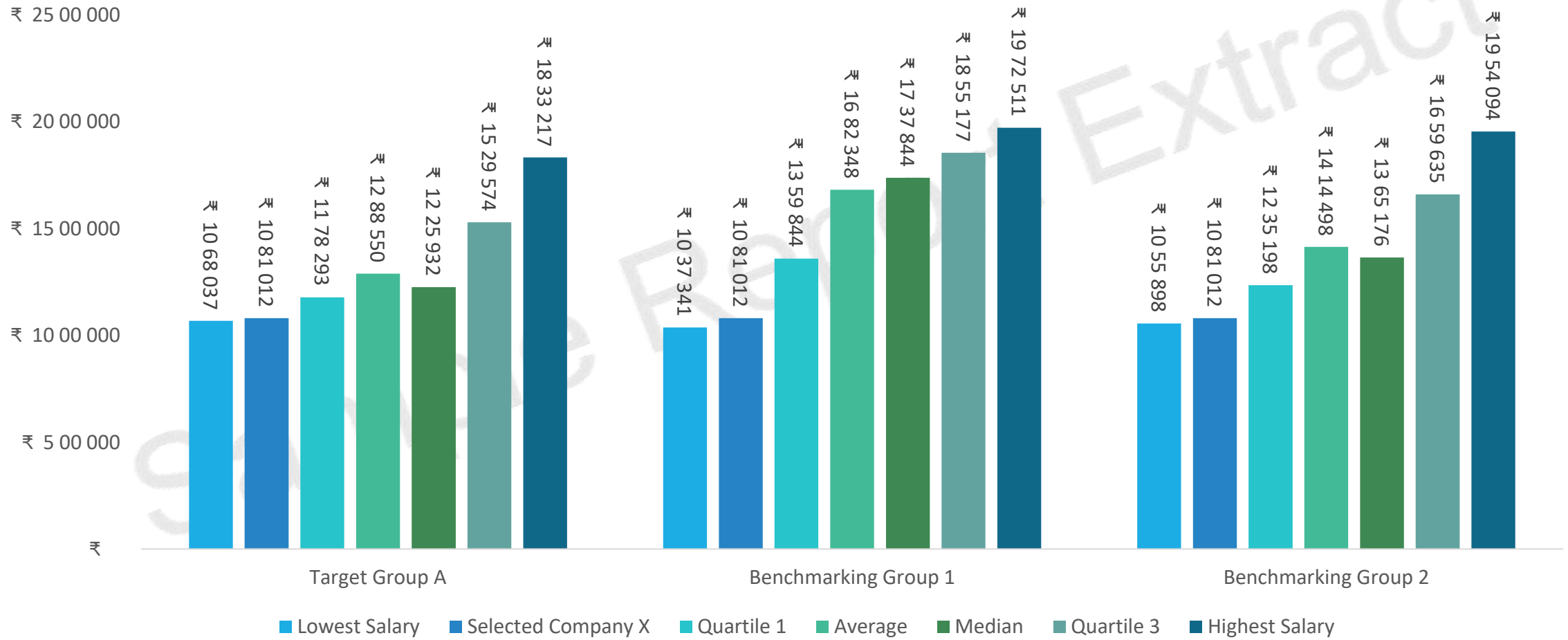
Total Board Remuneration

(20XX/20YY)



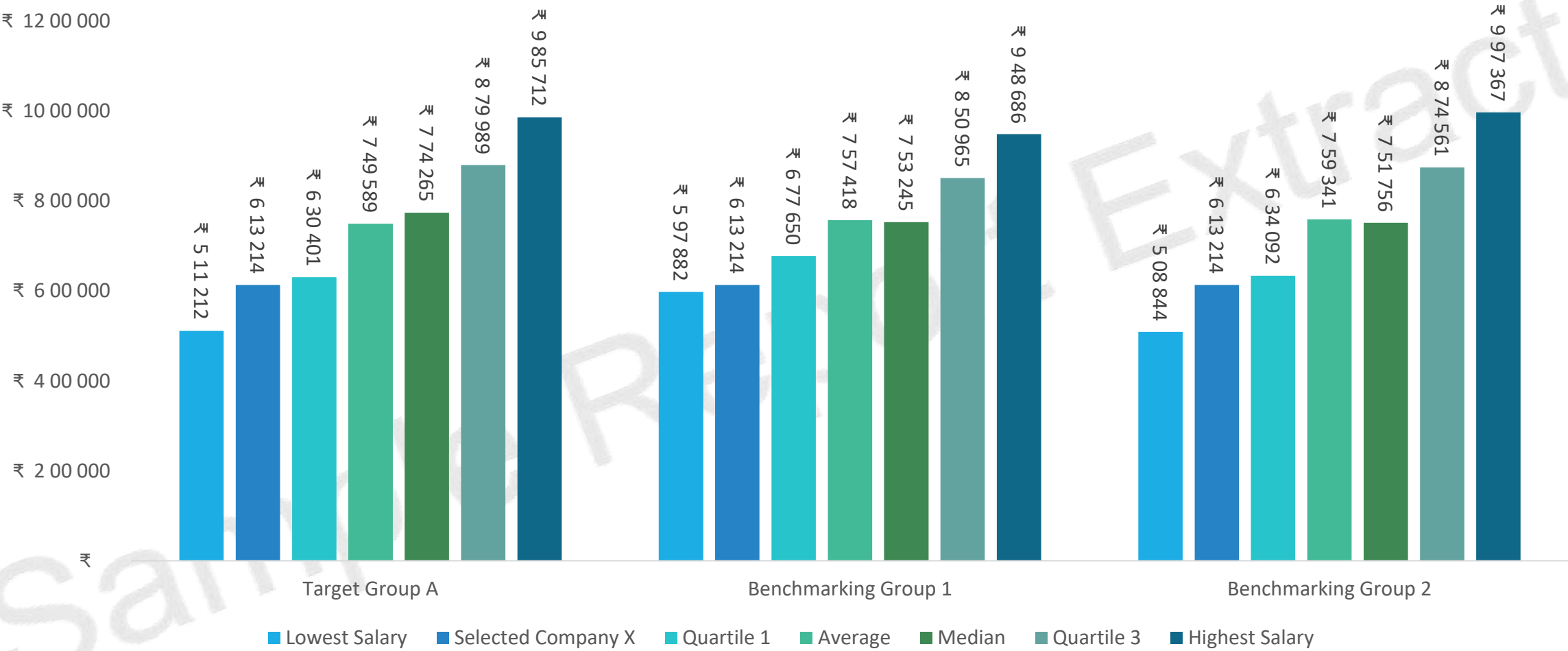
Chairperson Remuneration

(20XX/20YY)



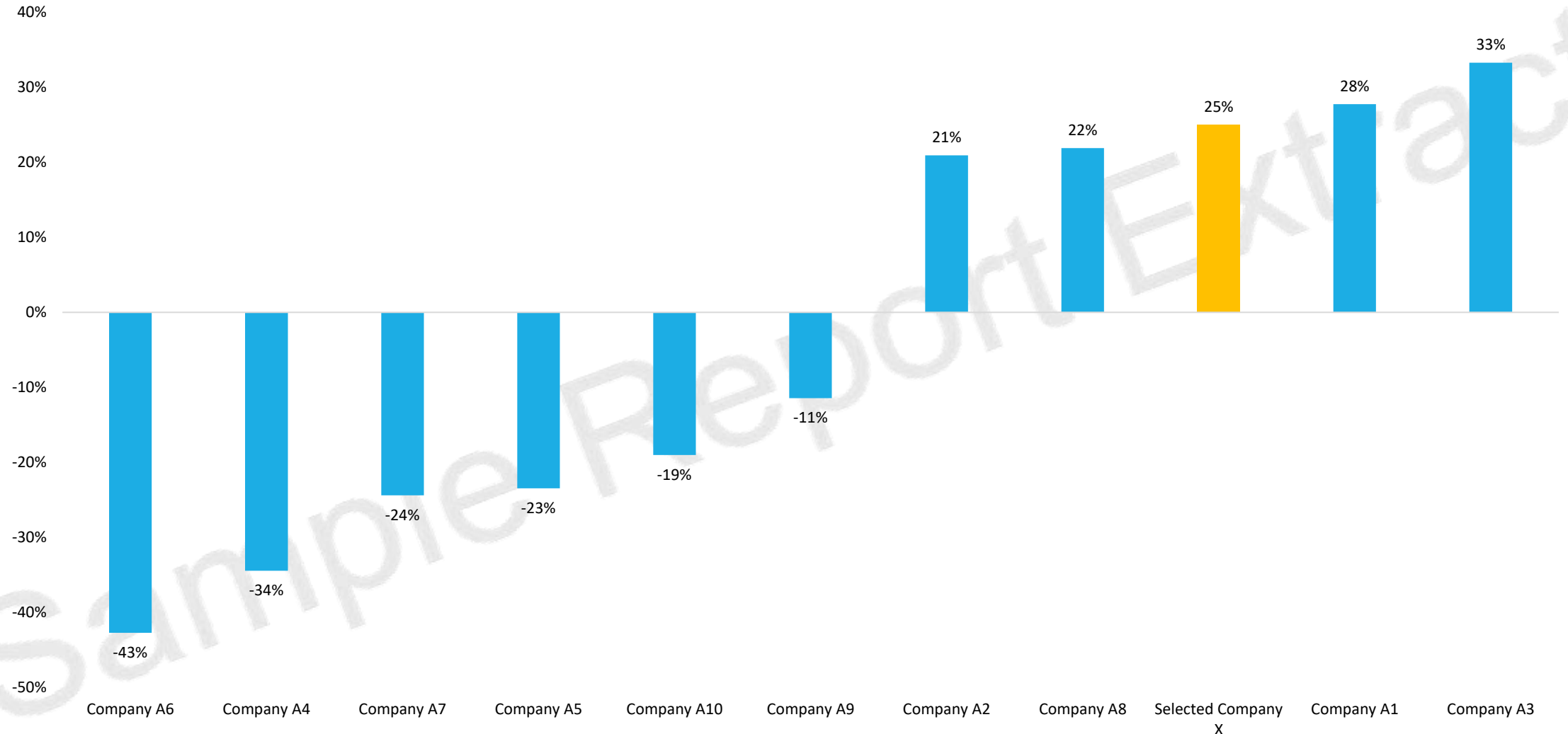
Average Board Member Remuneration

(20XX/20YY)



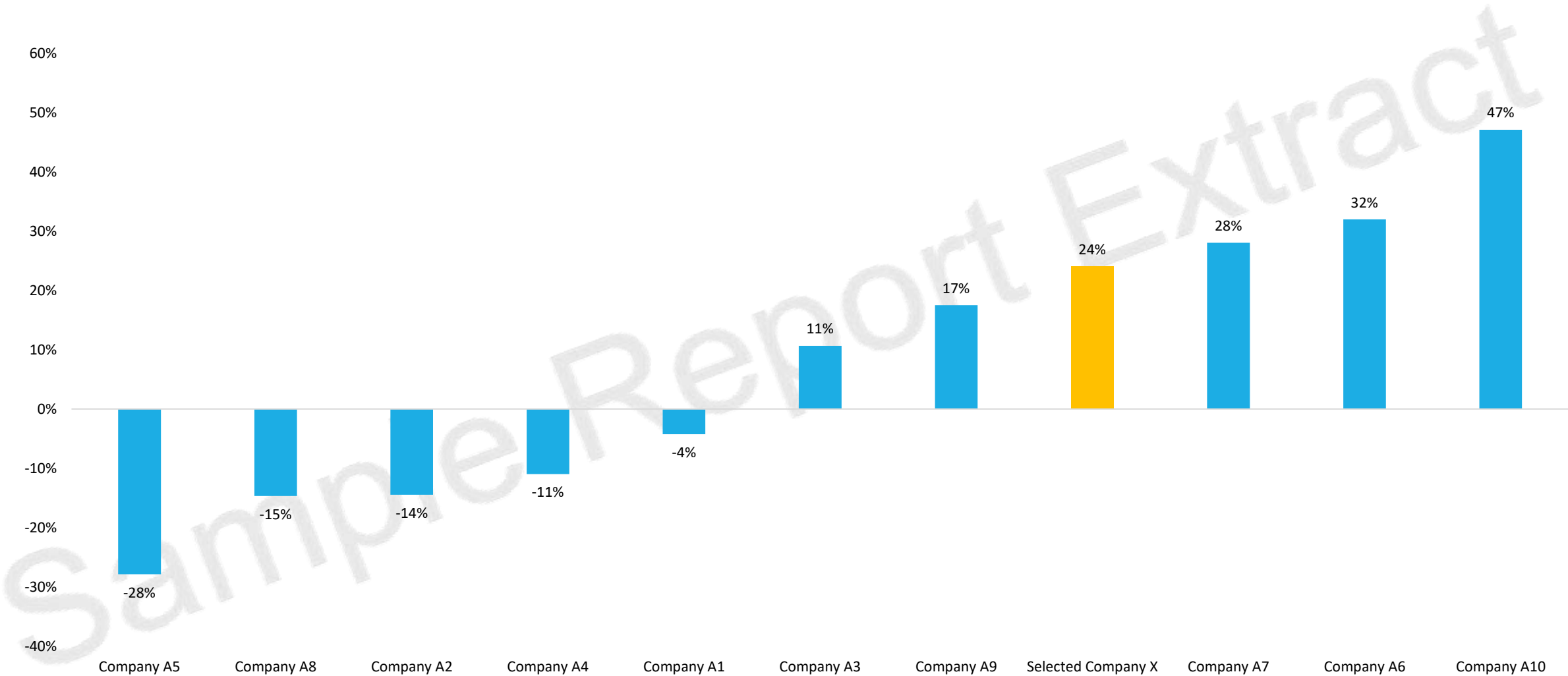
Total Board Member Remuneration Changes

(20XX/20YY) (%)



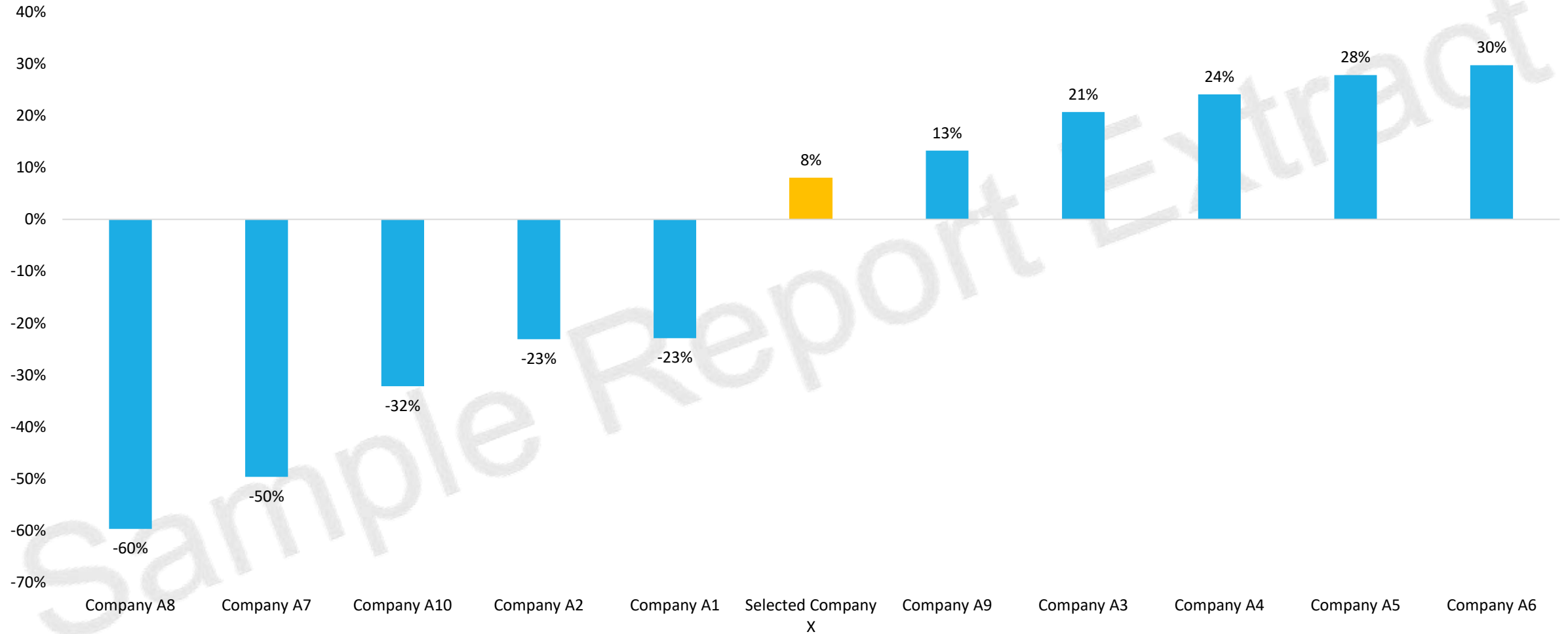
Chairperson Fees Changes

(20XX/20YY) (%)



Board Member Fees Changes

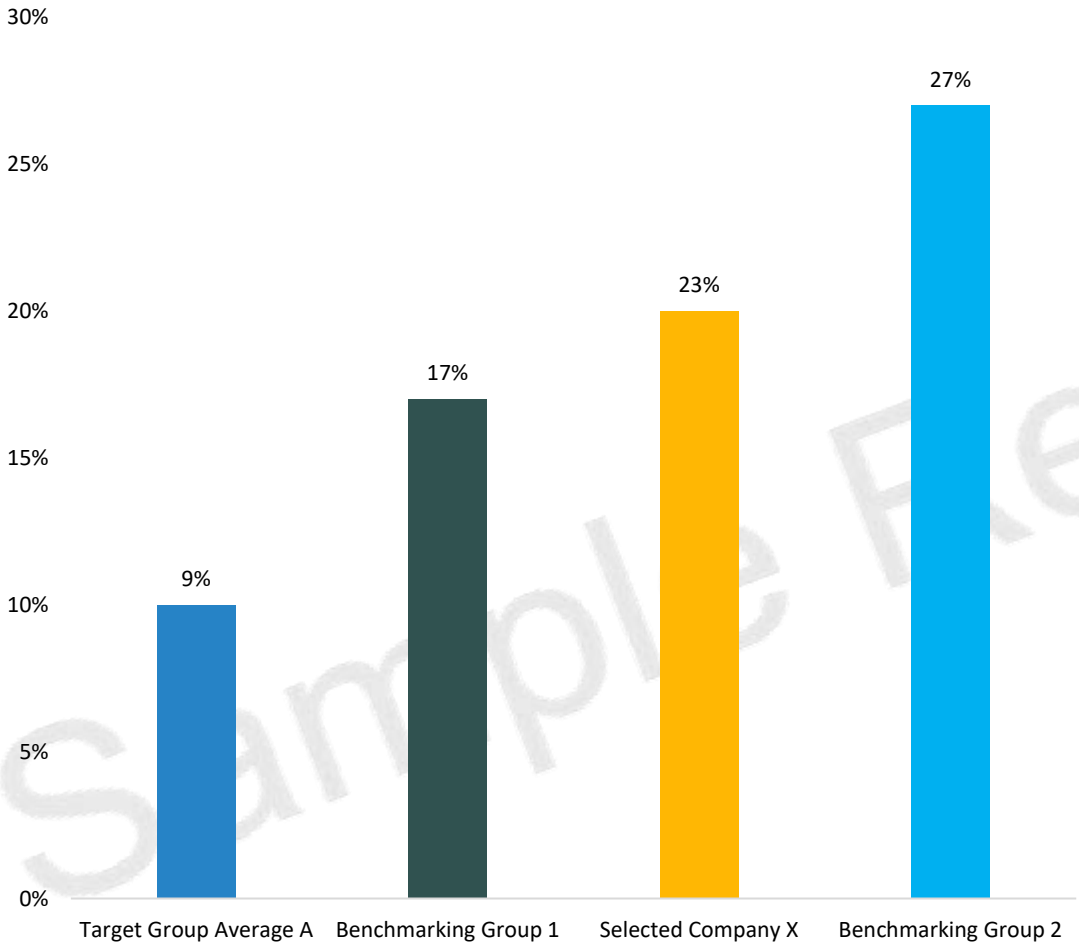
(20XX/20YY) (%)



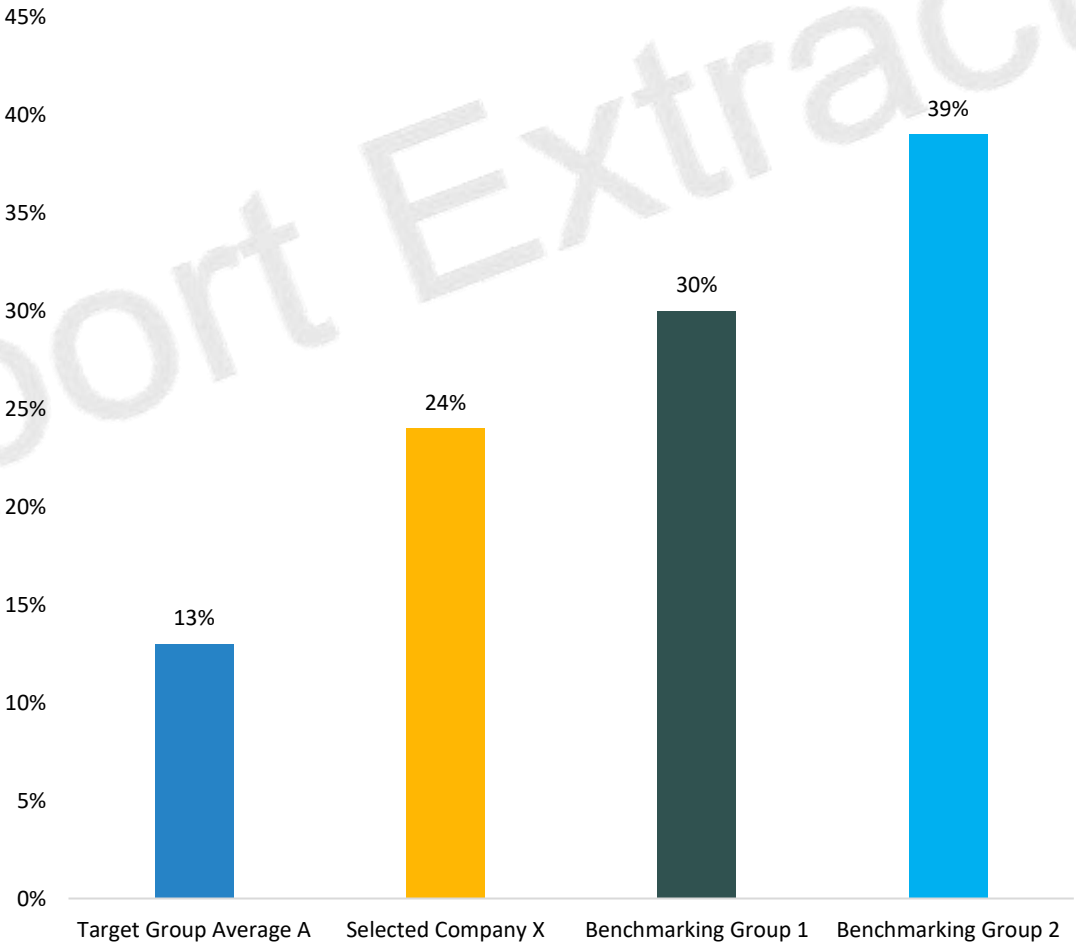
Chairperson and Average Board Member

comparison with other groups in percentage
(20XX/20YY)

Chairperson



Average Board Member



Summary Analysis

Sample Report Extract

Key points

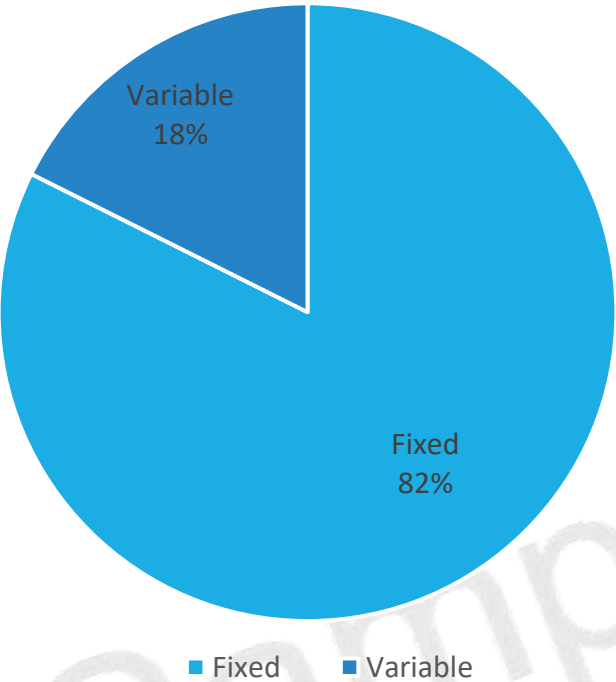
- Background: In this analysis Imbibe Tech have created slides 18-24 with a focus on the targeted group. Three groups have been created: Target Group A, Benchmarking Group 1 and Benchmarking Group 2.
- 1. When we look at the ratio between total remuneration excluding committee and total committee remuneration in these three groups, we find that there is a difference between the target group and Benchmarking Group 2. The total remuneration excluding committee is much wider used in the Target group than in the Benchmarking Group 2 companies. Please see slides 8 and 9 for more information.
- 2. When we look at the different components of the board remuneration: total board salary excluding committee fees, committee fees, chairperson fees, average members fees, Overall Remunerations fees for Target Group A across all groups vary from -43% to 33%. Please see slide 14 for more information.
- 3. When we look at the different components of the board remuneration: total board salary excluding committee fees, committee fees, chairperson fees, average members fees, Chair fees for Target Group A across all groups vary from -28% to 47%. Please see slide 15 for more information.
- 4. When we look at the different components of the board remuneration: total board salary excluding committee fees, committee fees, chairperson fees, average members fees, Chair fees for Target Group A across all groups vary from -60% to 30%. Please see slide 16 for more information.
- 5. When we look at the different components of the board remuneration: total board salary excluding committee fees, committee fees, chairperson fees, average members fees, Chair fees for Target Group A across all groups vary from -84% to 83%. Please see slide 16 for more information.

CEO Remuneration

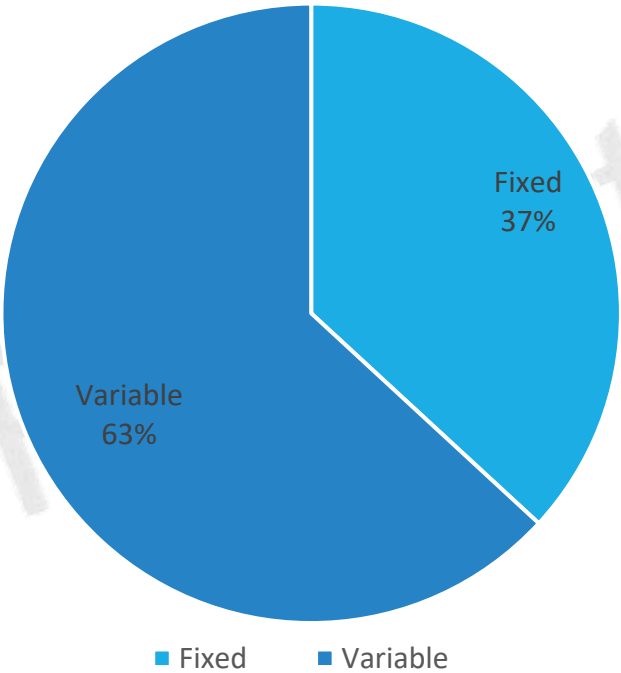
Sample Report Extract

Fixed and Variable Remuneration for (20XX/20YY)

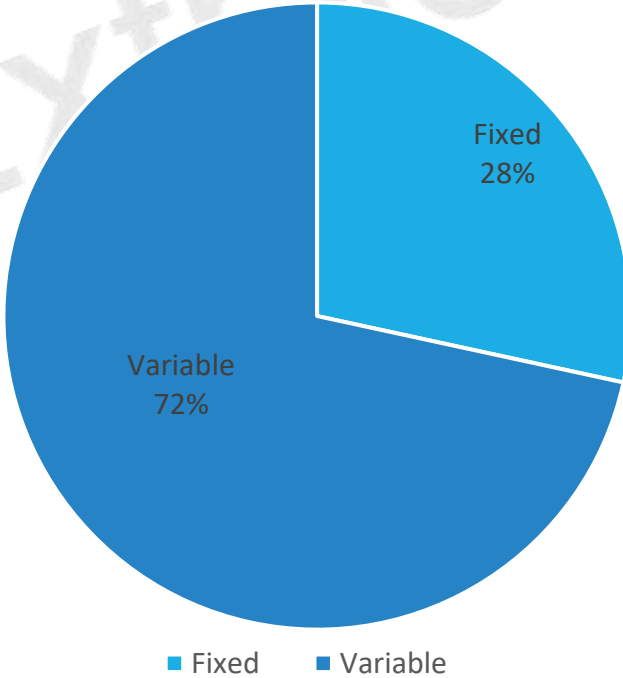
Target Group A



Benchmarking Group 1



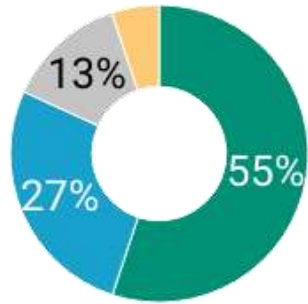
Benchmarking Group 2



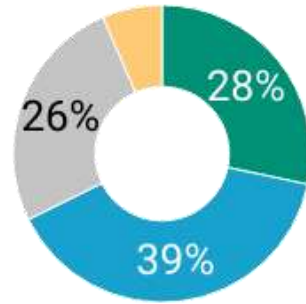
- **Fixed Remuneration:** Basic Salary, other benefits and pension contribution included.
- **Variable Remuneration:** Performance Bonus, shared based remuneration and other remuneration LTIPs or commission included.

Components Wise CEO Remuneration

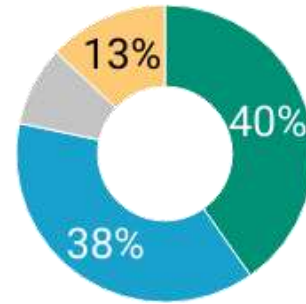
Target Group A



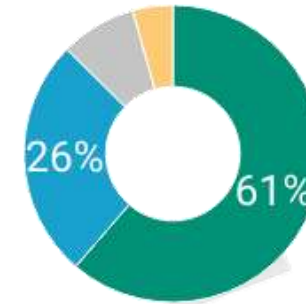
Company A1



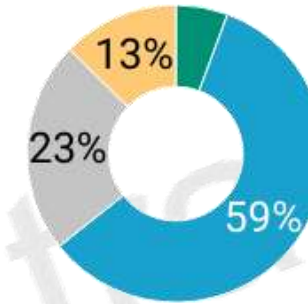
Company B1



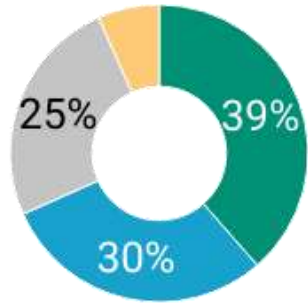
Company C1



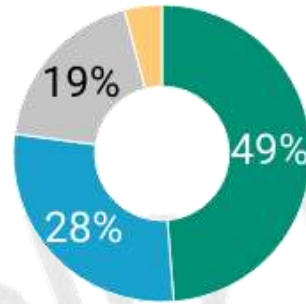
Company D1



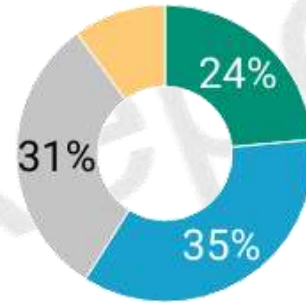
Company E1



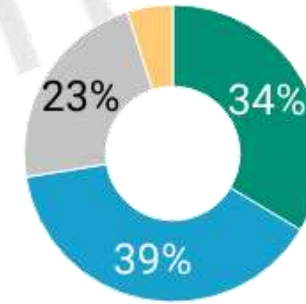
Company F1



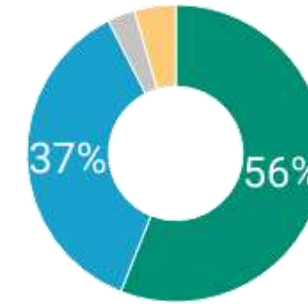
Company G1



Company H1



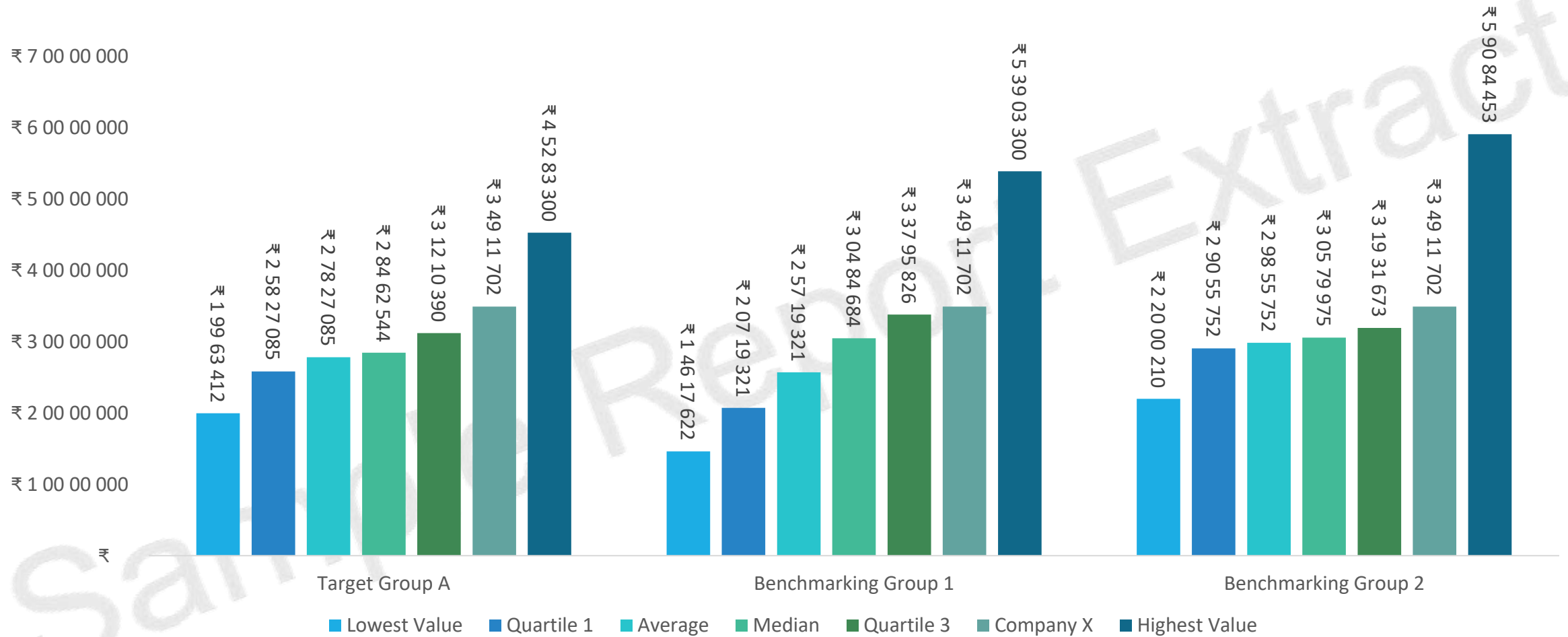
Company I1



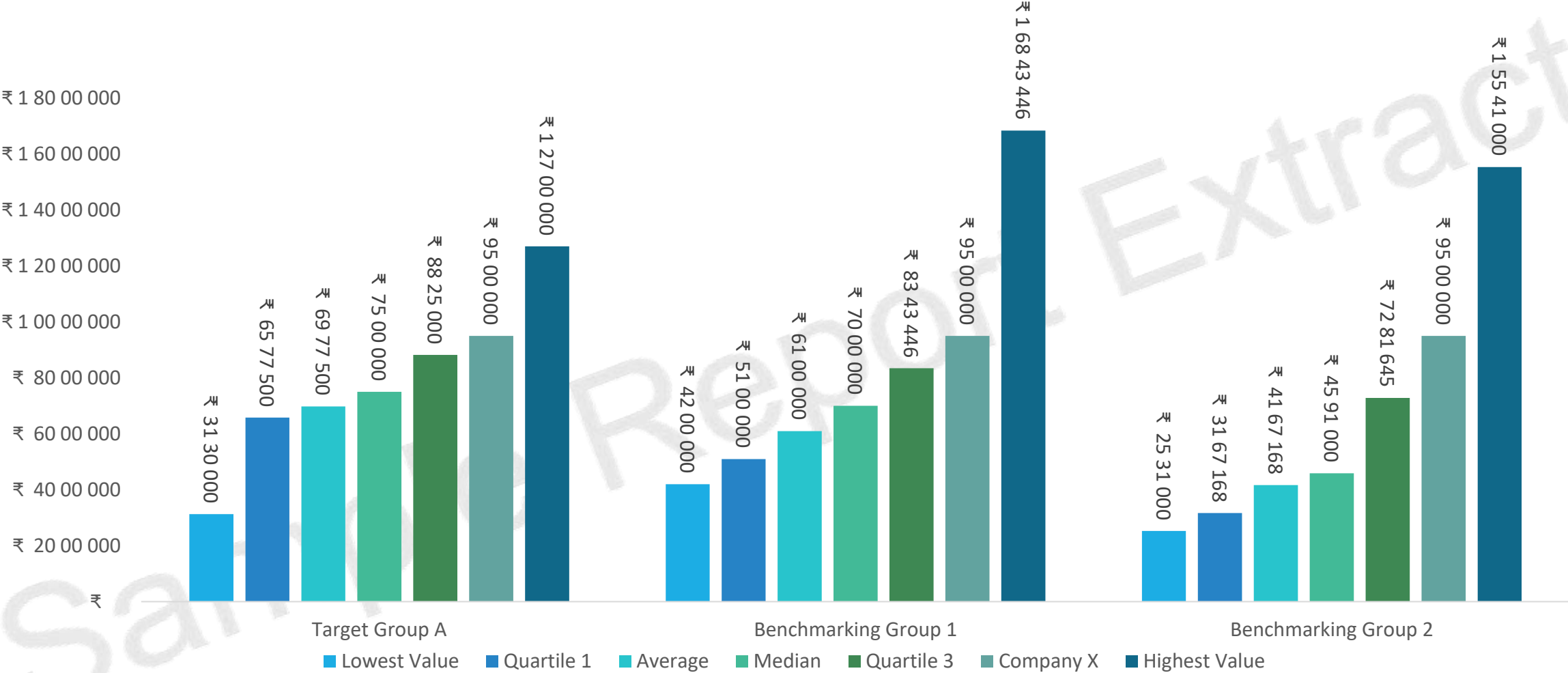
Company J1

■ Basic Pay
 ■ Benefits, Perquisites and Allowances
 ■ Variable Remuneration
 ■ Pension Contribution

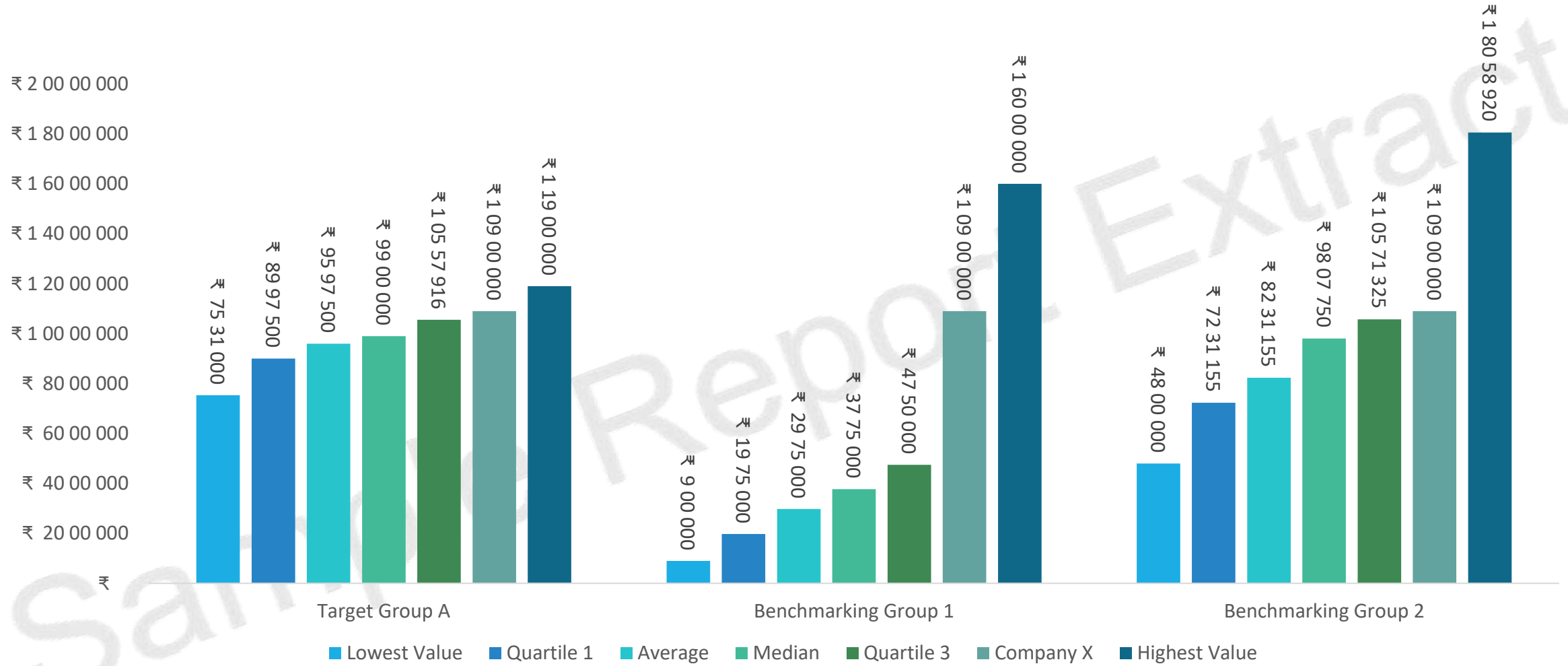
Total CEO Remuneration for (20XX/20YY)



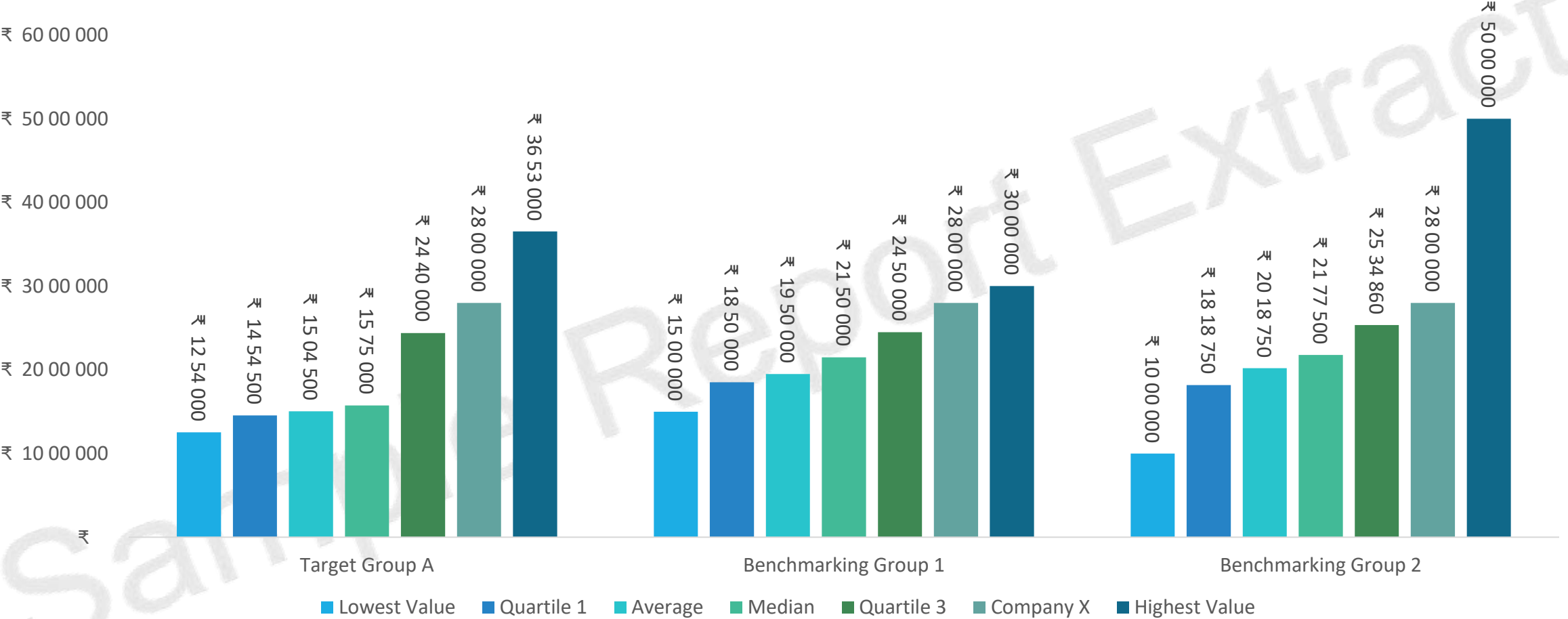
CEO, Basic Salary for (20XX/20YY)



CEO Benefits, Perquisites and Allowances for (20XX/20YY)

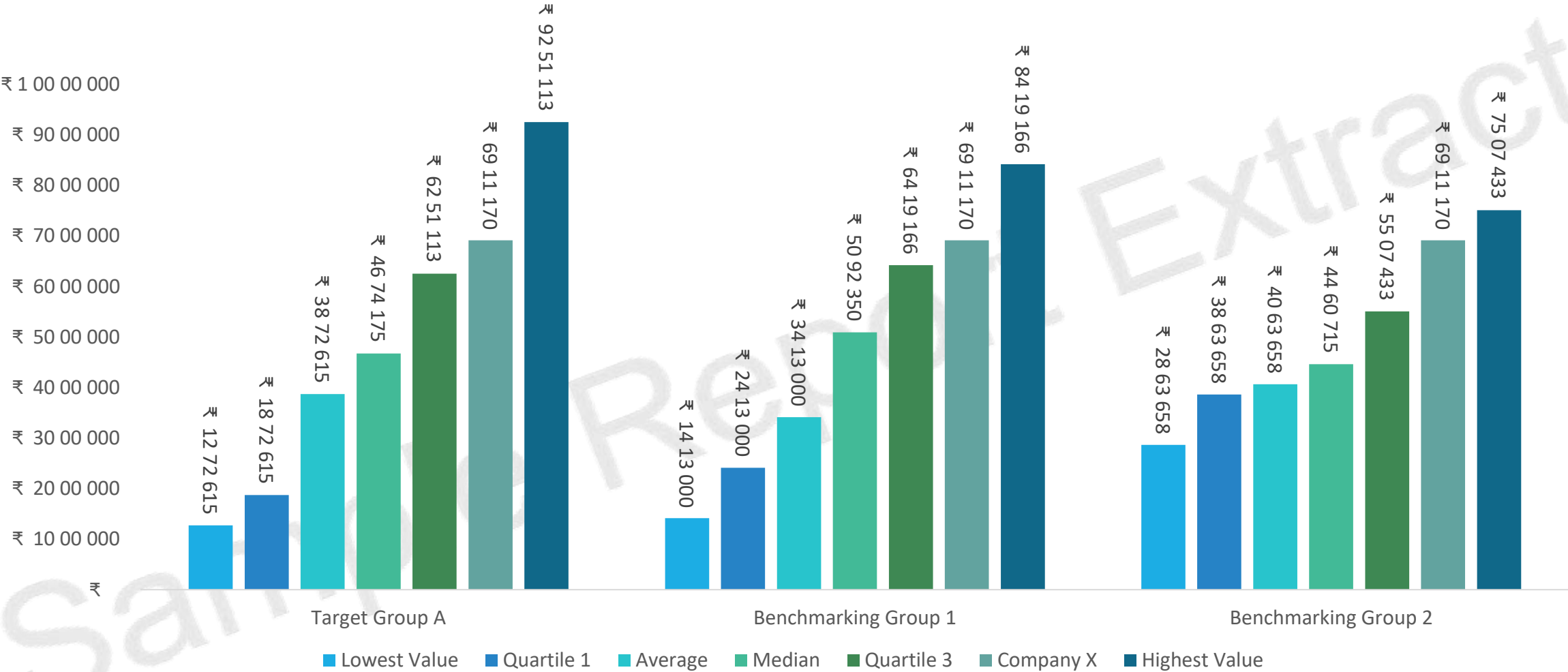


CEO, Pension Contributions for (20XX/20YY)



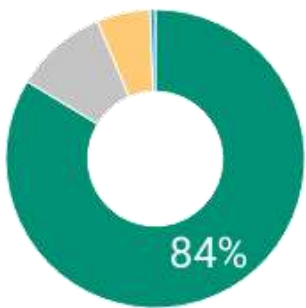
CEO Variable Remuneration for (20XX/20YY)

This includes performance bonus/incentives, Commission, LTIPs

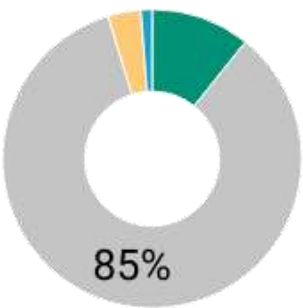


Components Wise CEO Remuneration

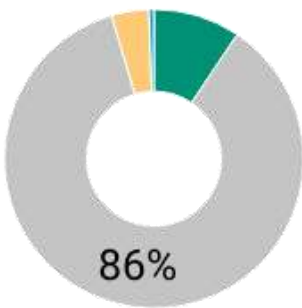
Benchmarking Group 1



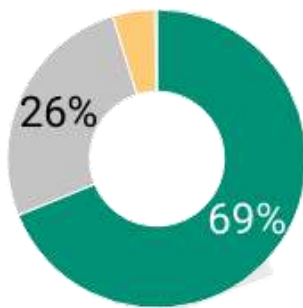
Company A2



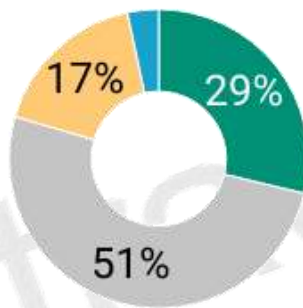
Company B2



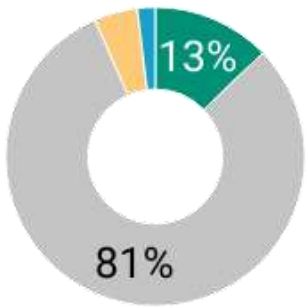
Company C2



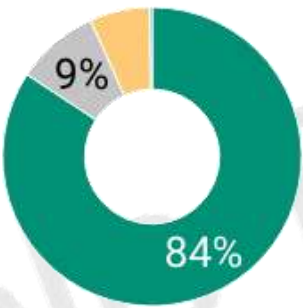
Company D2



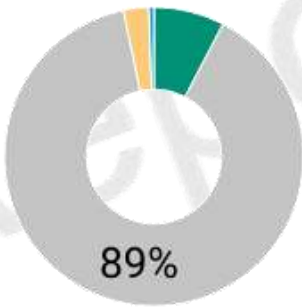
Company E2



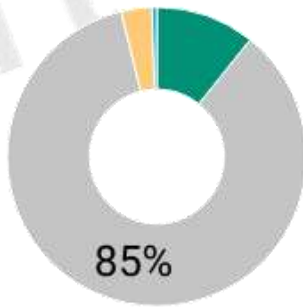
Company F2



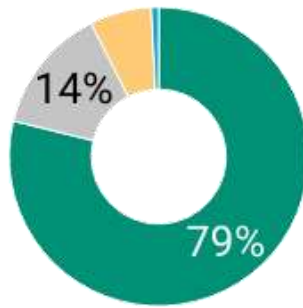
Company G2



Company H2



Company I2

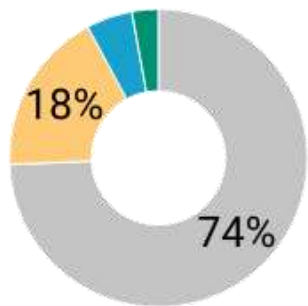


Company J2

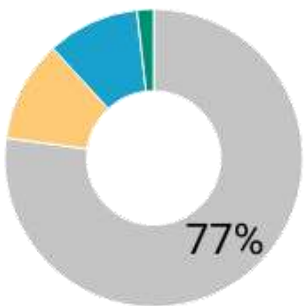
Basic Pay Variable Remuneration Pension Contribution Benefits, Perquisites and Allowances

Components Wise CEO Remuneration

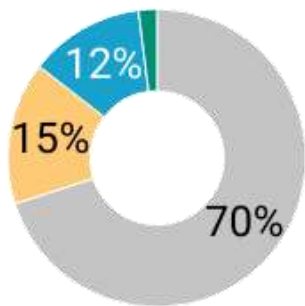
Benchmarking Group 2



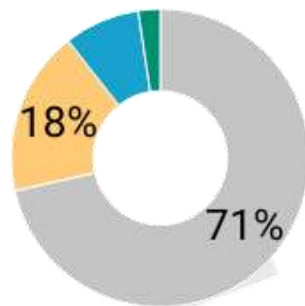
Company A3



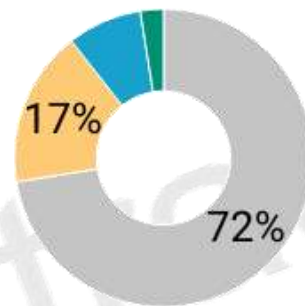
Company B3



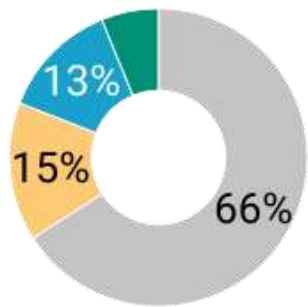
Company C3



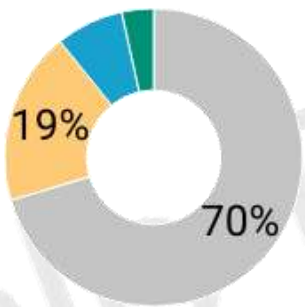
Company D3



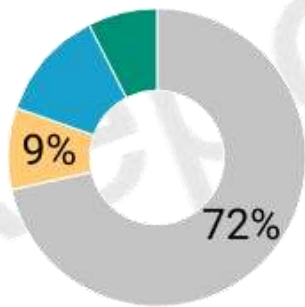
Company E3



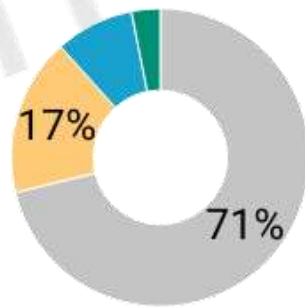
Company F3



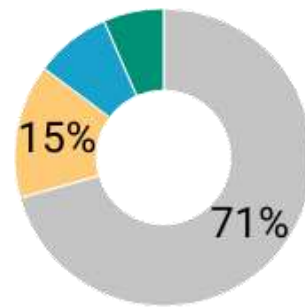
Company G3



Company H3



Company I3

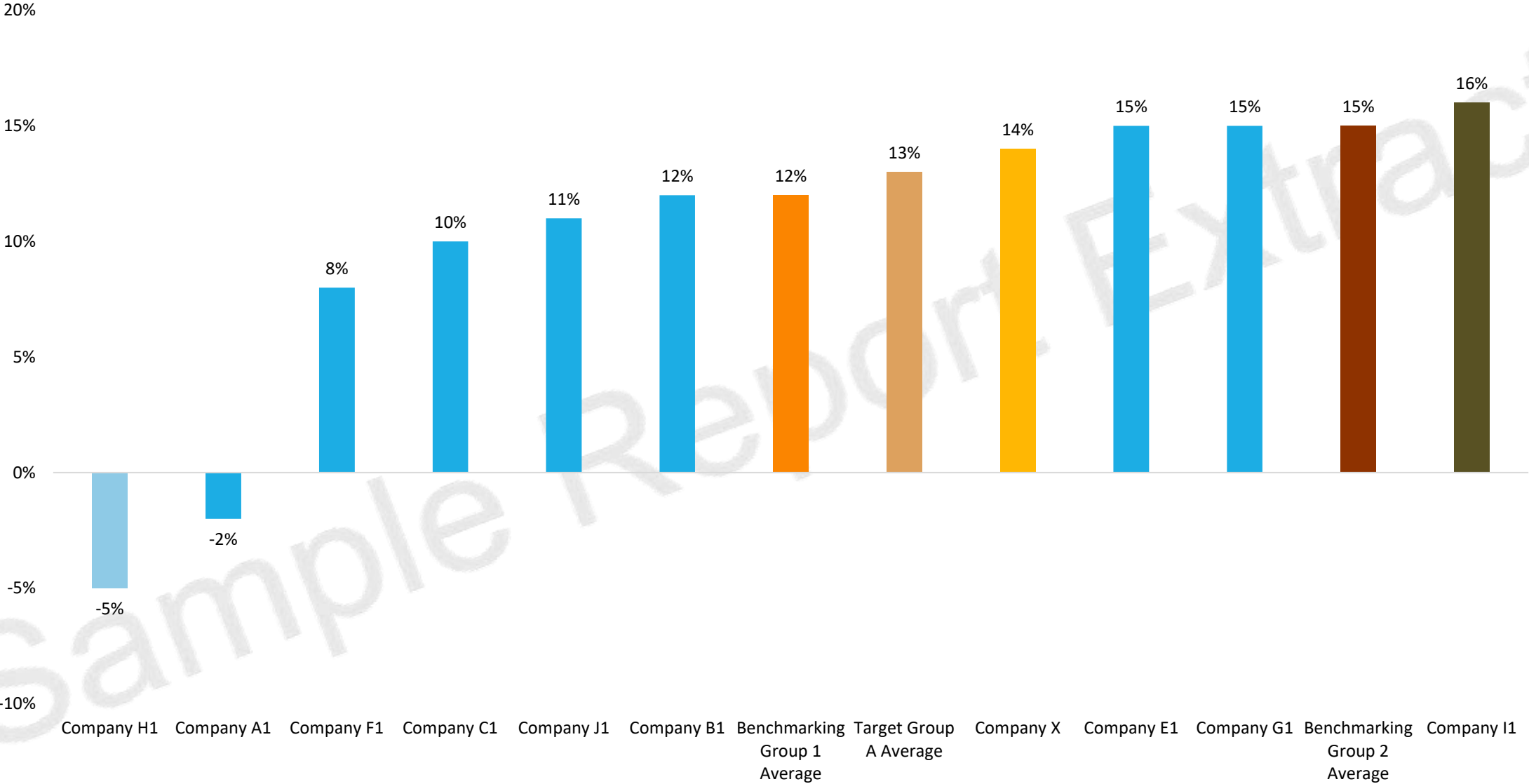


Company J3

■ Variable Remuneration ■ Pension Contribution ■ Benefits, Perquisites and Allowances ■ Basic Pay

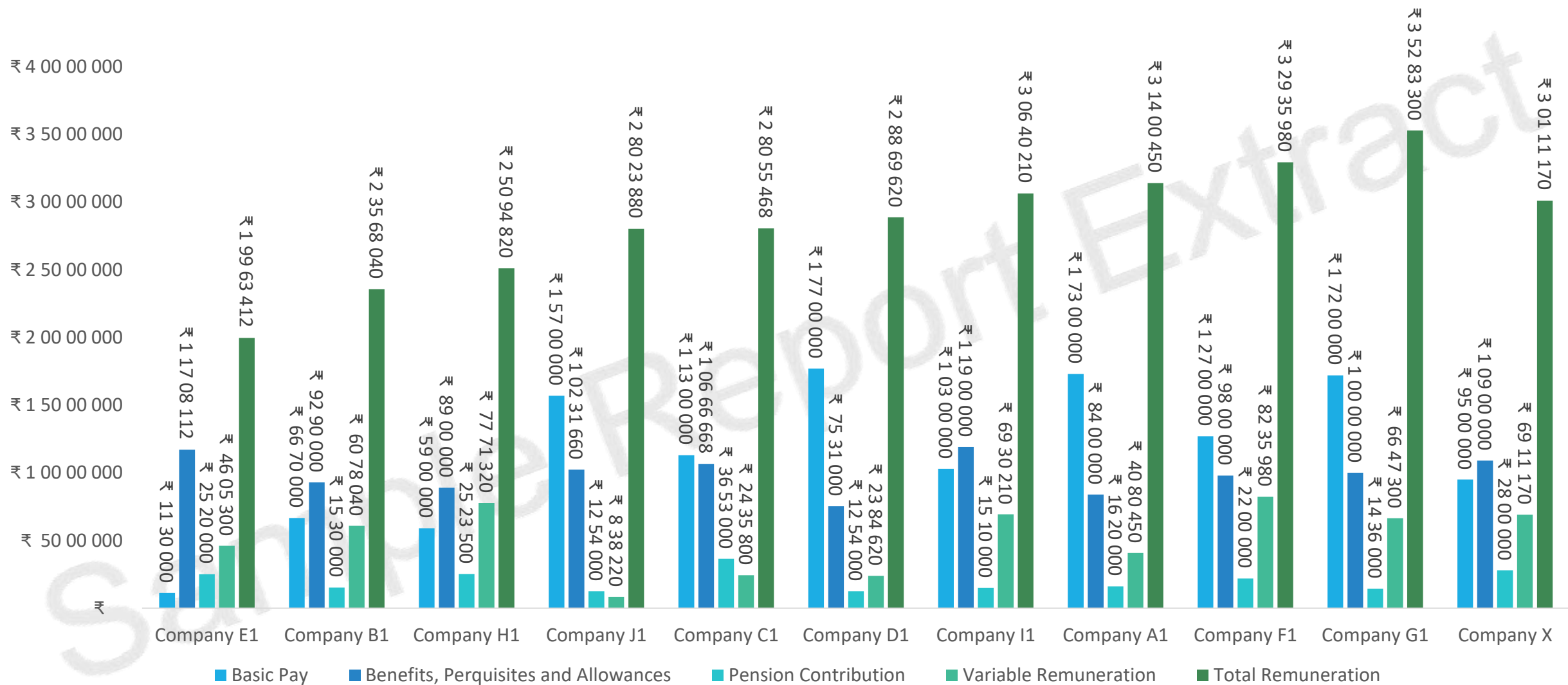
Change In CEO Remuneration (20XX/20YY)

Company X's position in Target Group A and Average of other groups



TOTAL CEO COMPENSATION FOR 20XX DIVIDED INTO DIFFERENT PARTS

Target Group A
Companies, lowest to highest



CEO Remuneration for 20XX

Target Group A

	Quartile 1	Median	Quartile 3	Company X
Total CEO remuneration	₹2 58 27 085	₹2 84 62 544	₹3 12 10 390	₹3 49 11 702
Basic salary	₹65 77 500	₹75 00 000	₹88 25 000	₹95 00 000
Variable remuneration	₹18 72 615	₹46 74 175	₹6 25 11 123	₹69 11 170
Pension contribution	₹14 54 500	₹15 75 000	₹24 40 000	₹28 00 000
Other benefits	₹89 97 500	₹99 00 000	₹1 05 57 916	₹1 09 00 000

Benchmarking Group 1

	Quartile 1	Median	Quartile 3	Company X
Total CEO remuneration	₹2 07 19 321	₹3 04 84 684	₹3 37 95 826	₹3 49 11 702
Basic salary	₹51 00 000	₹70 00 000	₹83 43 446	₹95 00 000
Variable remuneration	₹24 13 000	₹50 92 350	₹64 19 166	₹69 11 170
Pension contribution	₹18 50 000	₹21 50 000	₹24 50 000	₹28 00 000
Other benefits	₹19 75 000	₹37 75 000	₹47 50 000	₹1 09 00 000

CEO Remuneration for 20XX

Benchmarking Group 2

	Quartile 1	Median	Quartile 3	Company X
Total CEO remuneration	₹2 90 55 752	₹3 05 79 975	₹3 19 31 673	₹3 49 11 702
Basic salary	₹31 67 168	₹45 91 000	₹72 81 645	₹95 00 000
Variable remuneration	₹38 63 658	₹44 60 715	₹55 07 433	₹69 11 170
Pension contribution	₹18 18 750	₹21 77 500	₹25 34 860	₹28 00 000
Other benefits	₹72 31 155	₹98 07 750	₹1 05 71 325	₹1 09 00 000

CEO Remuneration, 20XX selected average (11 Companies)

Company name	Guidelines	Total compensation	Basic salary	Variable remuneration	Pension	Other benefits
Company A1	Includes: Basic salary, Variable remuneration, pension benefits and other benefits.	₹3 14 00 450	₹17300000	₹4080450	₹1620000	₹8400000
Company B1	Includes: Basic salary, Variable remuneration, pension benefits and other benefits.	₹2 35 68 040	₹92 90 000	₹60 78 040	₹15 30 000	₹92 90 000
Company C1	Includes: Basic salary, Variable remuneration, pension benefits and other benefits.	₹2 80 55 468	₹1 13 00 000	₹24 35 800	₹36 53 000	₹1 06 66 668
Company D1	Includes: Basic salary, Variable remuneration, pension benefits and other benefits.	₹2 88 69 620	₹1 77 00 000	₹23 84 620	₹12 54 000	₹75 31 000
Company E1	Includes: Basic salary, Variable remuneration, pension benefits and other benefits.	₹1 99 63 412	₹11 30 000	₹46 05 300	₹25 20 000	₹1 17 08 112

CEO Remuneration, 20XX selected average (11 Companies)

Company name	Guidelines	Total compensation	Basic salary	Variable remuneration	Pension	Other benefits
Company F1	Includes: Basic salary, Variable remuneration, pension benefits and other benefits.	₹3 29 35 980	₹1 27 00 000	₹82 35 980	₹22 00 000	₹98 00 000
Company G1	Includes: Basic salary, Variable remuneration, pension benefits and other benefits.	₹3 52 83 300	₹1 72 00 000	₹66 47 300	₹14 36 000	₹1 00 00 000
Company H1	Includes: Basic salary, Variable remuneration, pension benefits and other benefits.	₹2 50 94 820	₹59 00 000	₹77 71 320	₹25 23 500	₹89 00 000
Company I1	Includes: Basic salary, Variable remuneration, pension benefits and other benefits.	₹3 06 40 210	₹1 03 00 000	₹69 30 210	₹15 10 000	₹1 19 00 000
Company J1	Includes: Basic salary, Variable remuneration, pension benefits and other benefits.	₹2 80 23 880	₹1 57 00 000	₹8 38 220	₹12 54 000	₹1 02 31 660
Company X	Includes: Basic salary, Variable remuneration, pension benefits and other benefits.	₹3 01 11 170	₹95 00 000	₹69 11 170	₹28 00 000	₹1 09 00 000

- ❖ On analysing the data among all three target groups for Company X we found that Company X's CEO remuneration is positioned towards the upper end within Benchmarking Group 1, indicating that it is among the top 25% of CEO compensations within Benchmarking Group 1.
- ❖ However, Company X's CEO remuneration is significantly below the quartiles, median, and highest value within Benchmarking Group 2. While it may not have the lowest CEO remuneration in Benchmarking Group 2, it still ranks below a considerable portion of companies in terms of compensation.
- ❖ Company X's fixed remuneration is considerably lower than that of all Groups. Similarly, its variable remuneration is also lower than Benchmarking Group 2 but higher than Target Group A. This suggests that while Company X CEO receives a comparatively lower fixed remuneration, the variable component is relatively higher compared to Target Group A, lower than Benchmarking Group 1 and Benchmarking Group 2.

In conclusion, analyzing Company X's CEO remuneration data across all Groups provides valuable insights into its competitive positioning, consistency in compensation metrics, and strategic considerations for talent management and organizational performance optimization.

C-level Remuneration

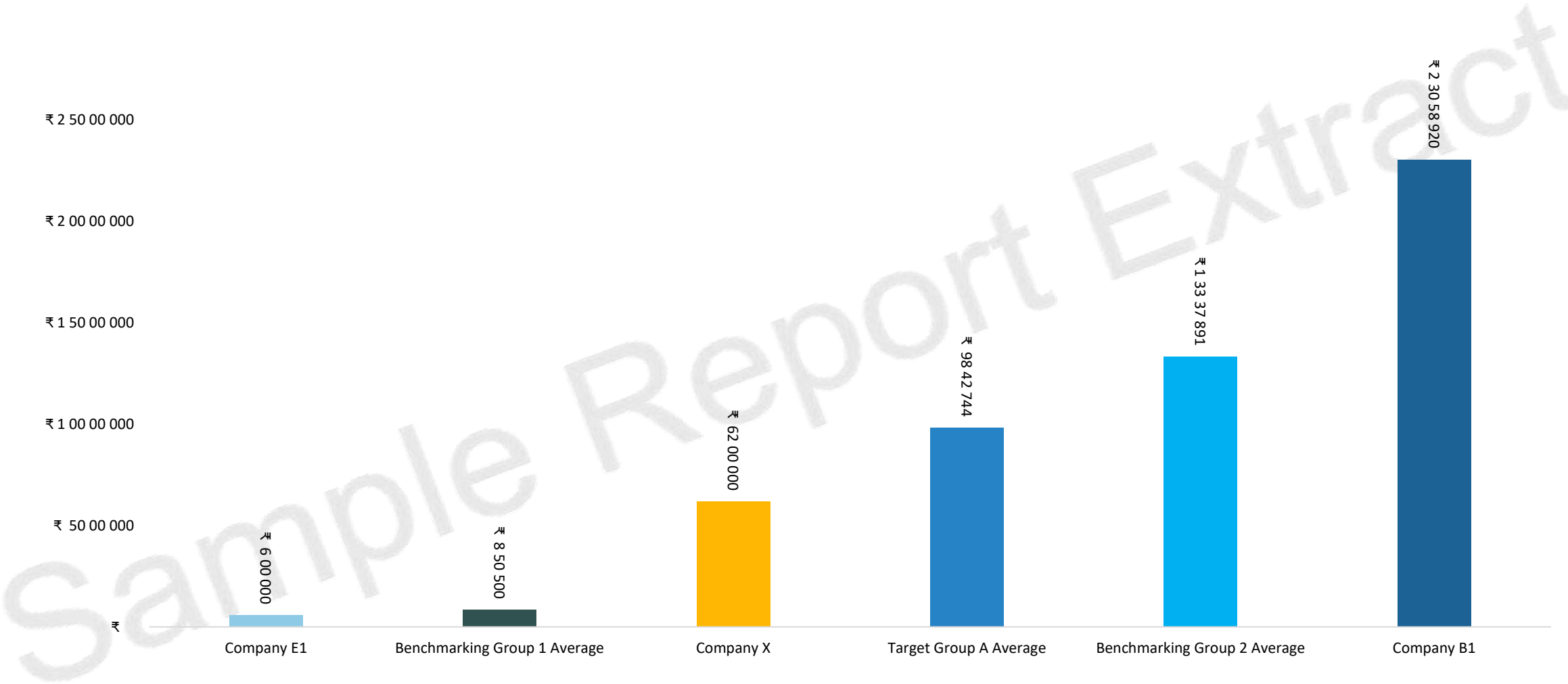
Sample Report Extract

We identified the following titles used in the graphs for 20XX/20YY:

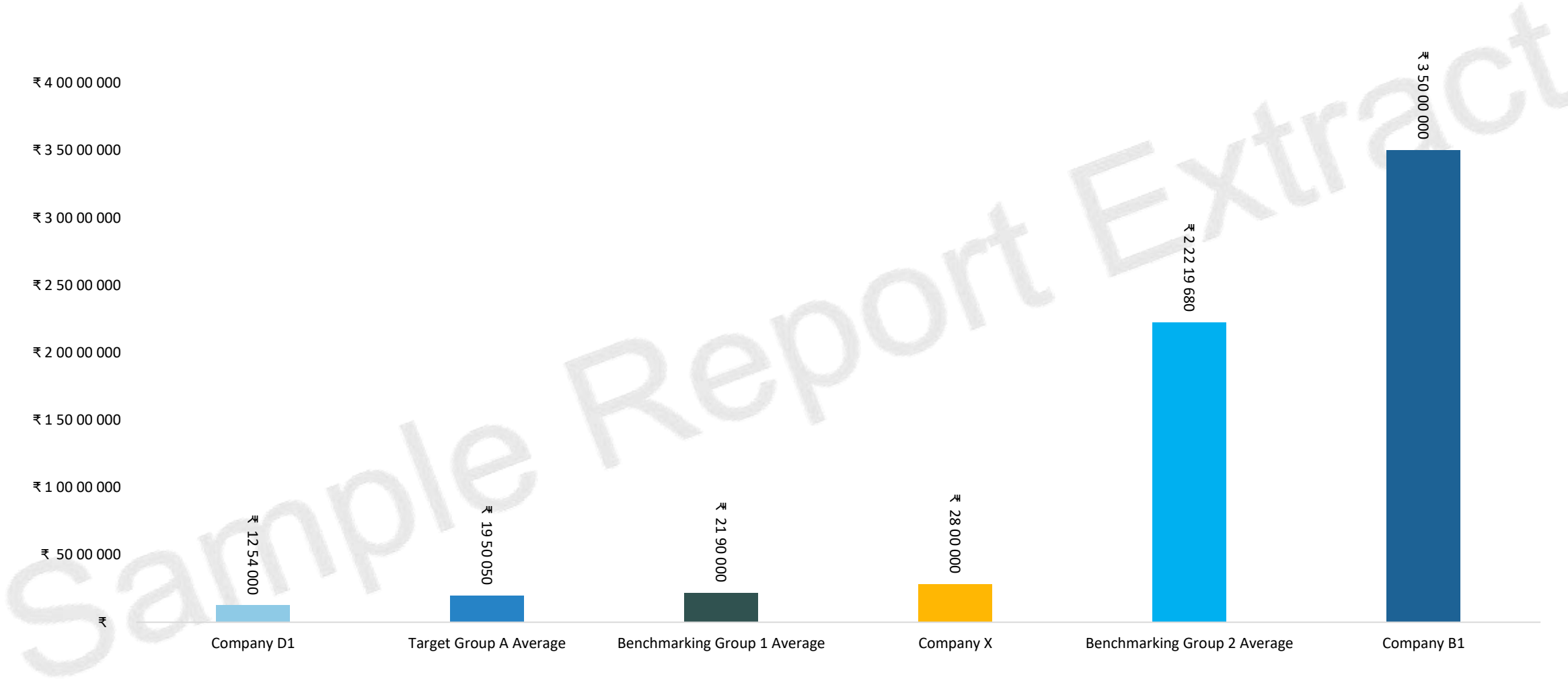
- ❖ **CFO:** Chief Financial Officer
- ❖ **CSO:** Chief Strategy Officer
- ❖ **CMO:** Chief Marketing Officer

Sample Report Extract

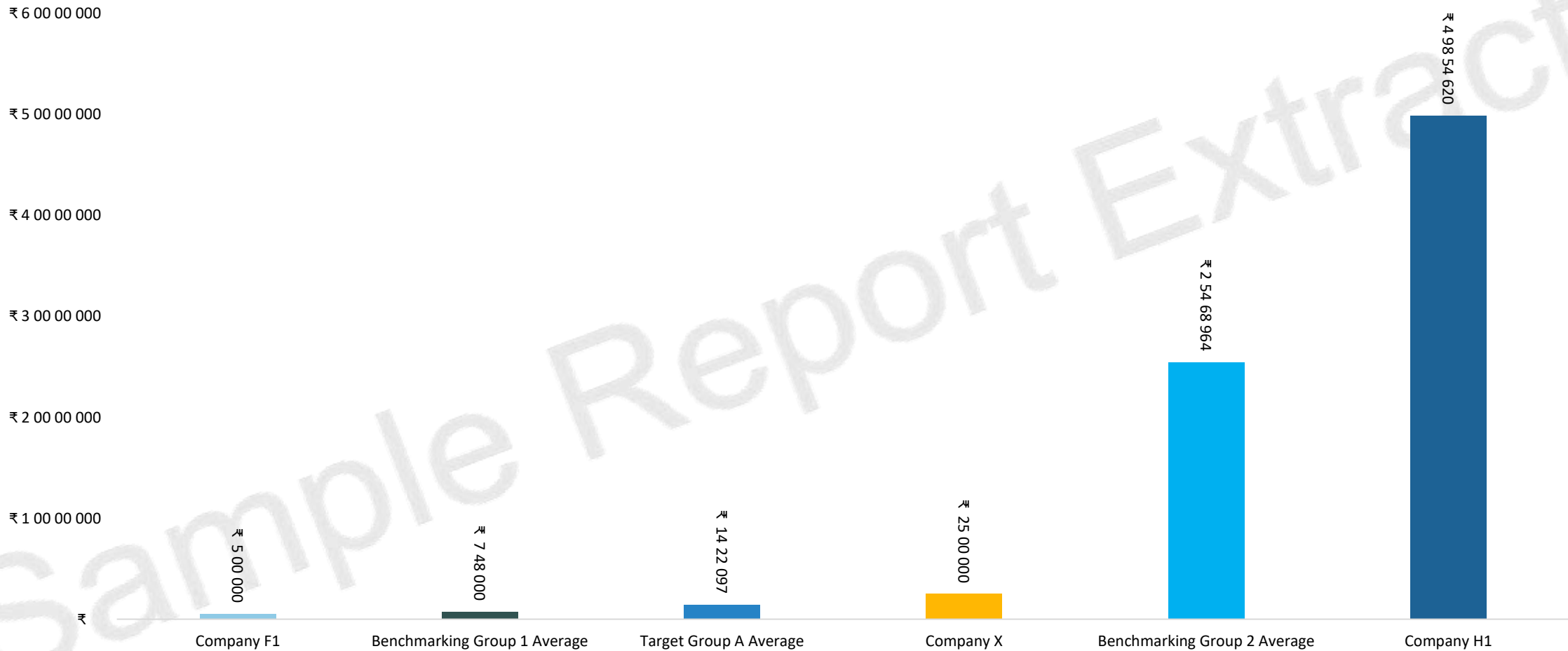
CFO Compensation For 20XX



CSO Compensation For 20XX

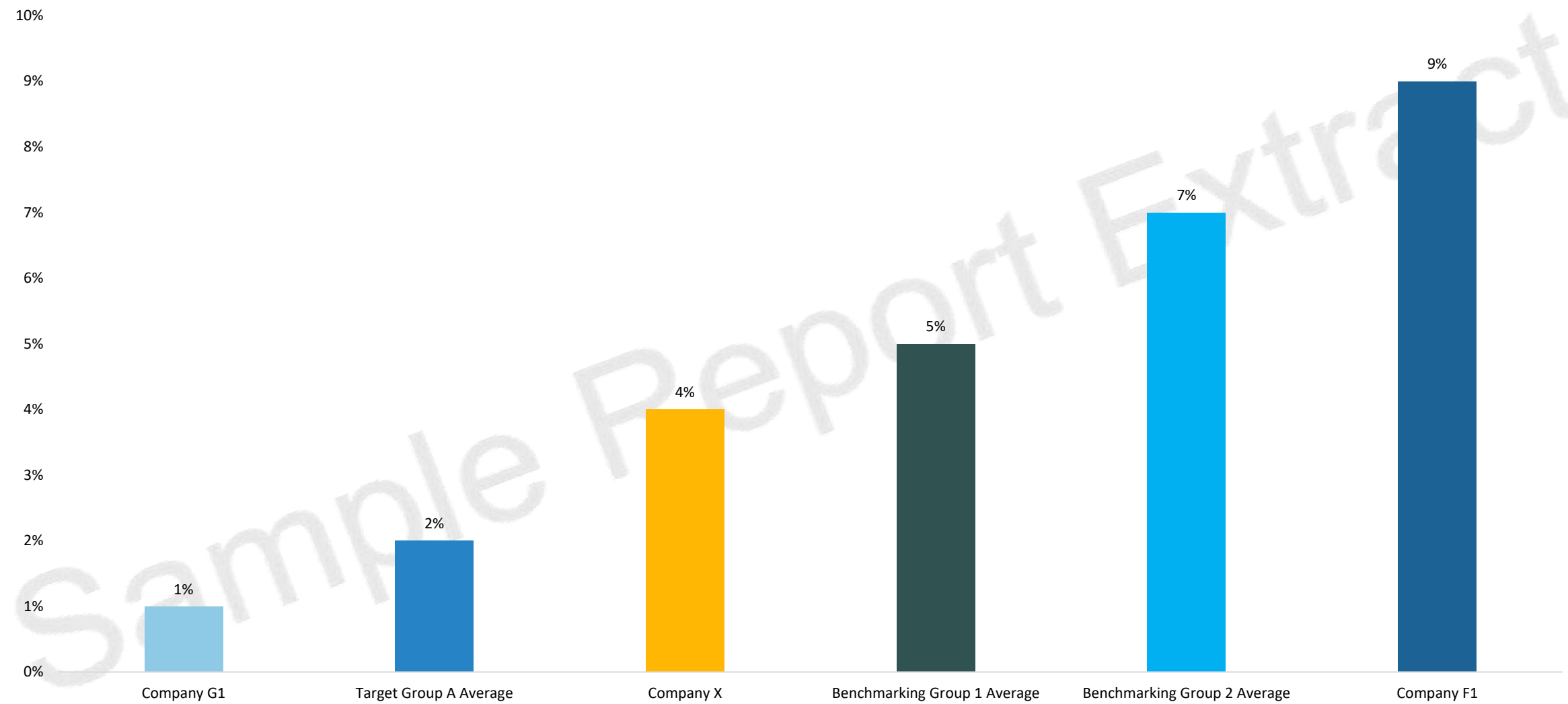


CMO Compensation For 20XX



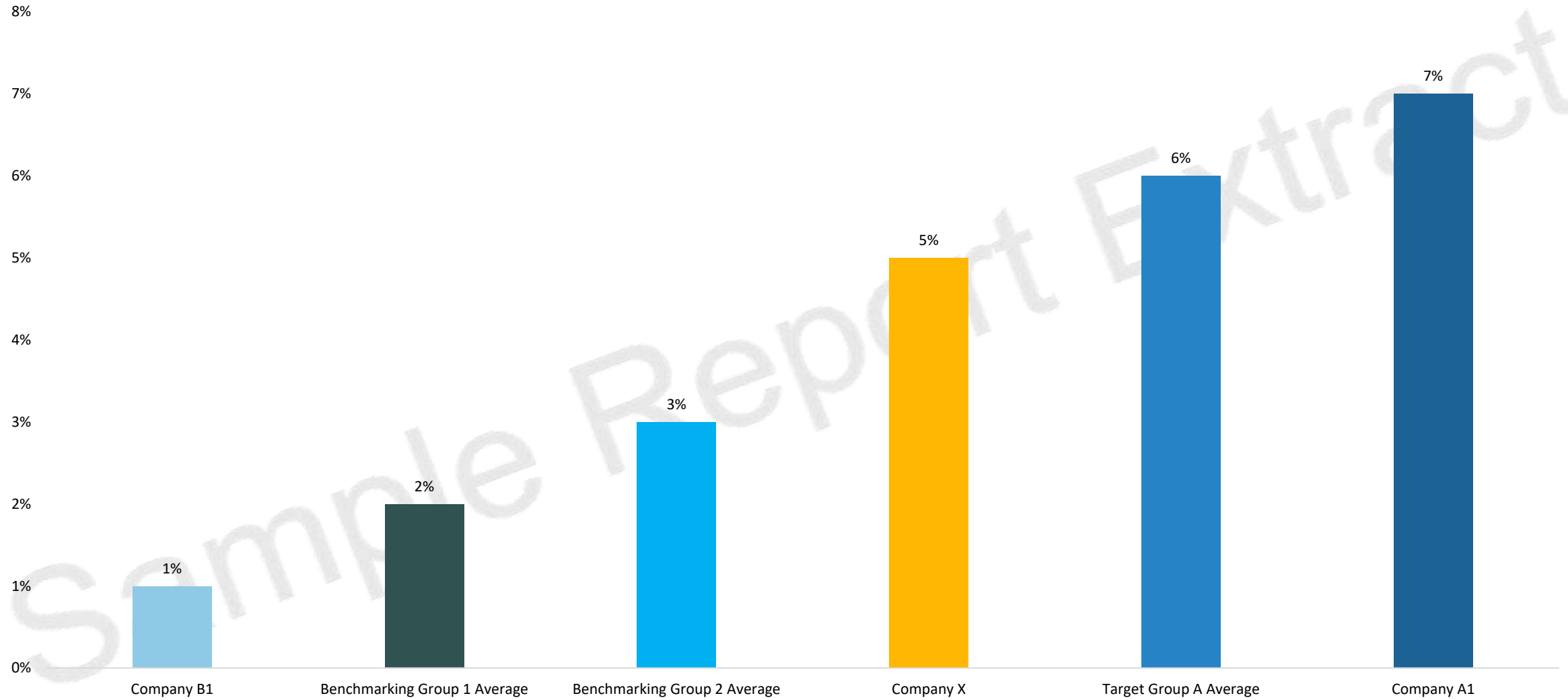
CFO Compensation Change

(20XX/20YY) (In Percentage)



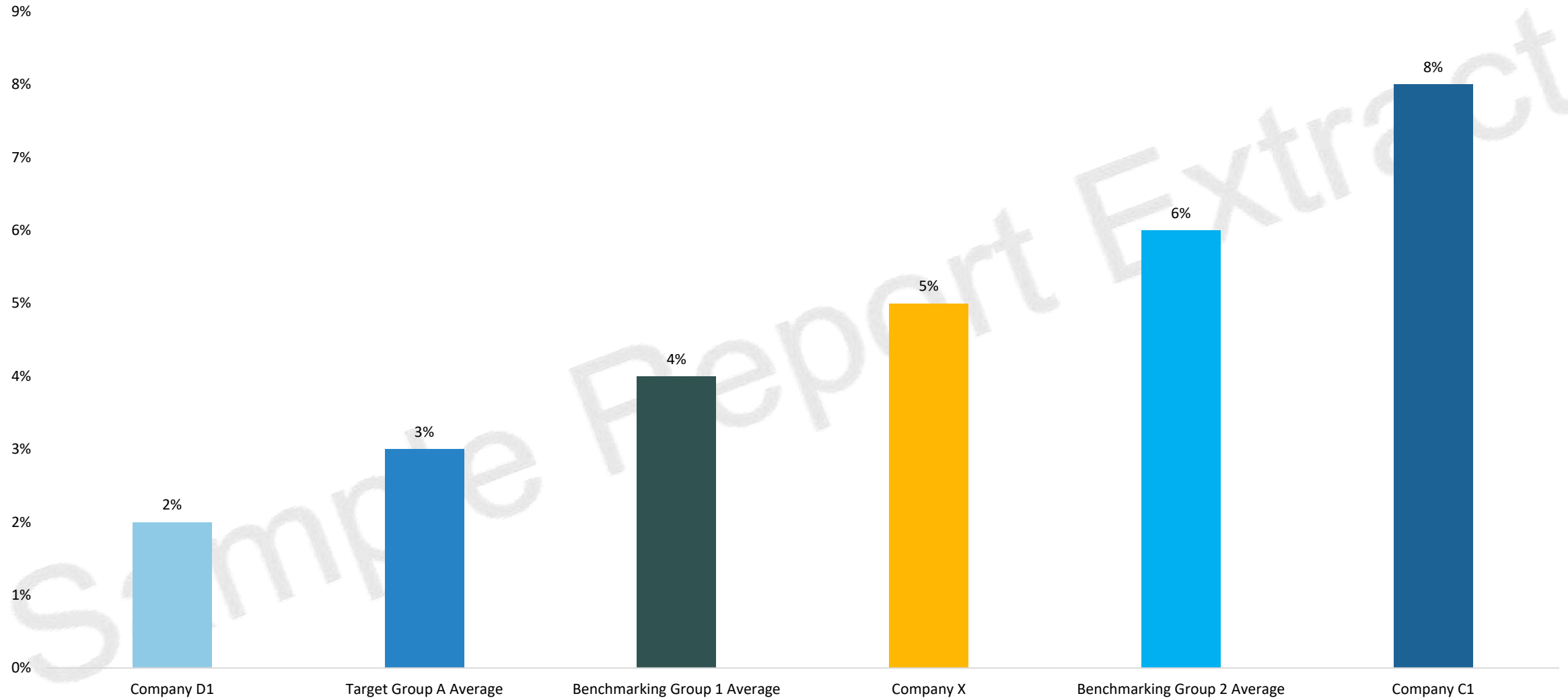
CSO Compensation Change

(20XX/20YY) (In Percentage)



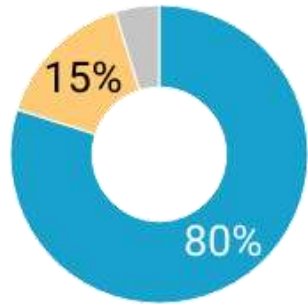
CMO Compensation Change

(20XX/20YY) (In Percentage)

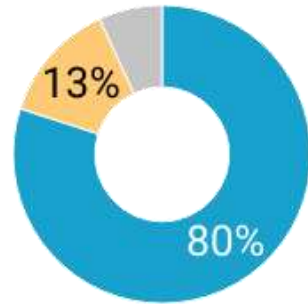


Company Wise Spending On Each C-Level Position (In Percentage)

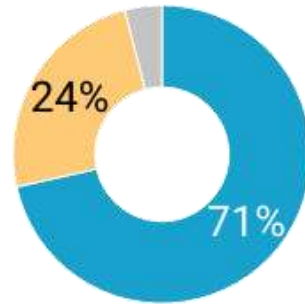
Target Group A



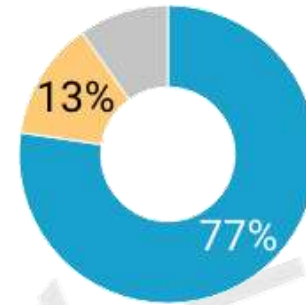
Company A1



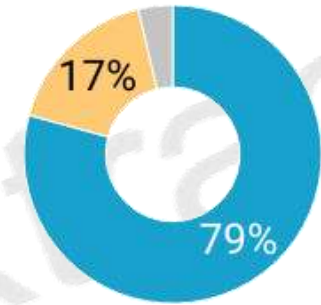
Company B1



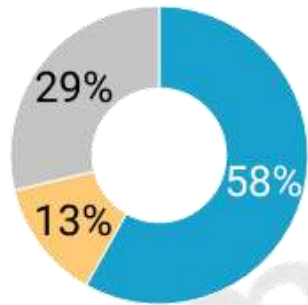
Company E1



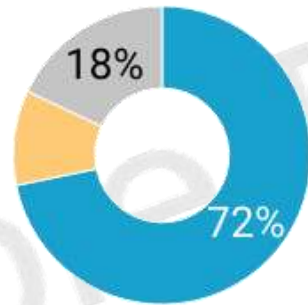
Company D1



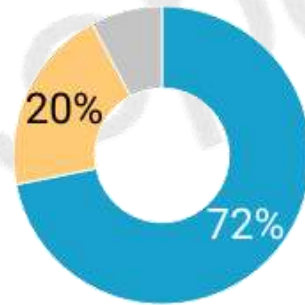
Company E11



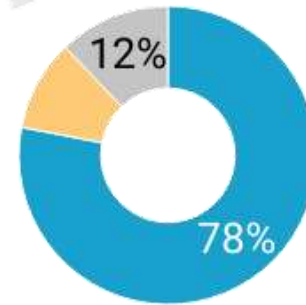
Company F1



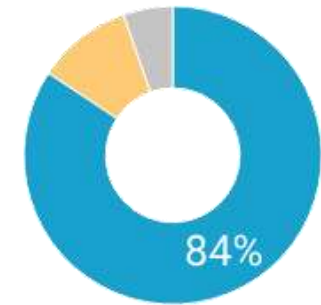
Company G1



Company H1



Company I1

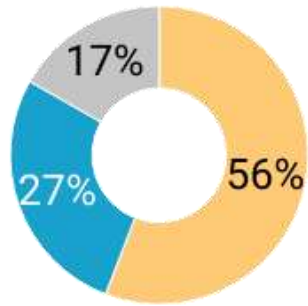


Company J1

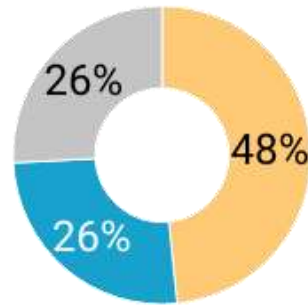
 CFO  CSO  CMO

Company Wise Spending On Each C-Level Positon (In Percentage)

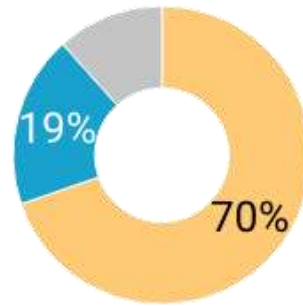
Benchmarking Group 1



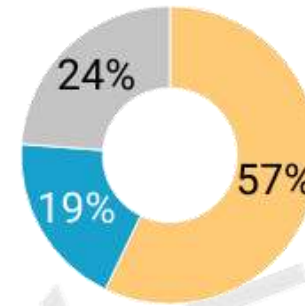
Company A2



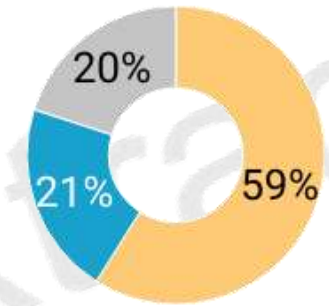
Company B2



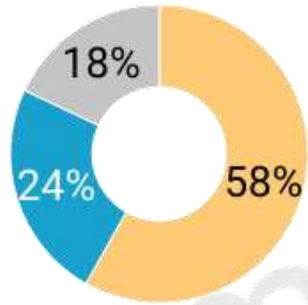
Company C2



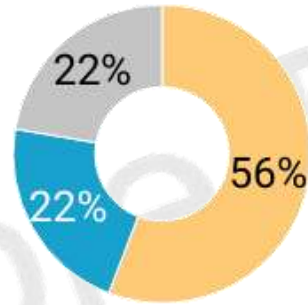
Company D2



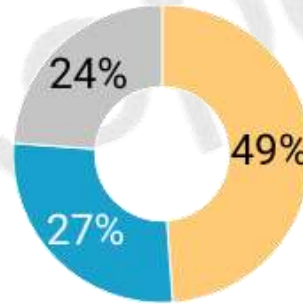
Company E2



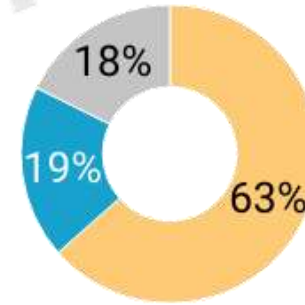
Company F2



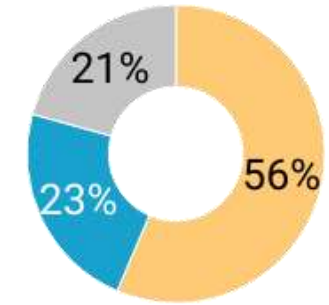
Company G2



Company H2



Company I2

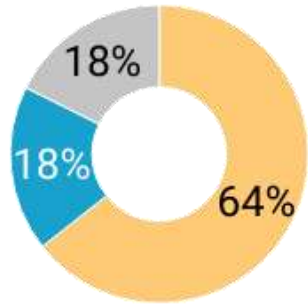


Company J2

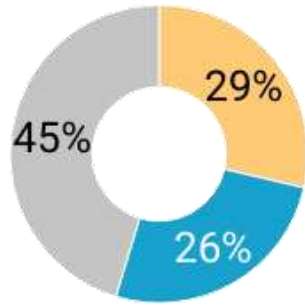
 CSO  CFO  CMO

Company Wise Spending On Each C-Level Positon (In Percentage)

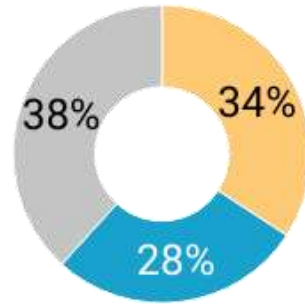
Benchmarking Group 2



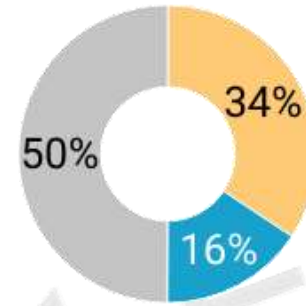
Company A3



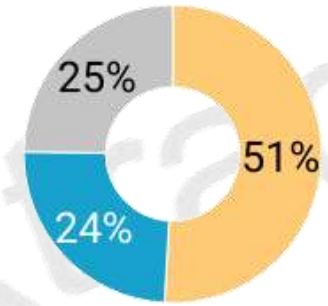
Company B3



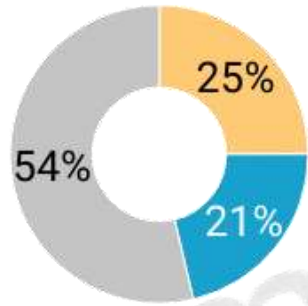
Company C3



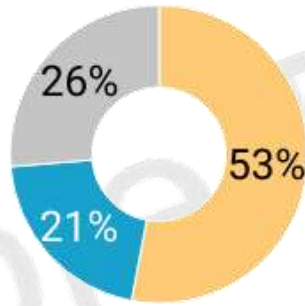
Company D3



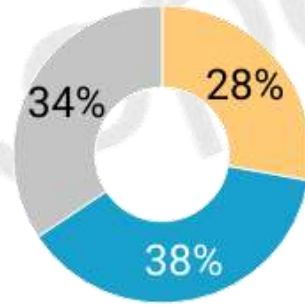
Company E3



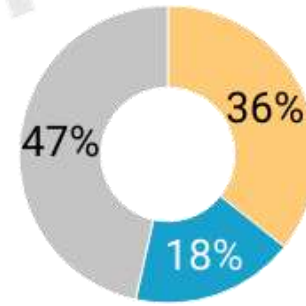
Company F3



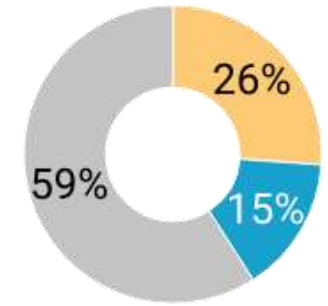
Company G3



Company H3



Company I3



Company J3

CSO CFO CMO

Total C-Level remuneration for 20XX

	Chief Financial Officer (CFO)	Chief Strategy Officer (CSO)	Chief Marketing Officer (CMO)
Target Group A average	₹98 42 744	₹19 50 050	₹14 22 097
Benchmarking Group 1 average	₹8 50 500	₹21 90 000	₹7 48 000
Benchmarking Group 2 average	₹1 33 37 891	₹2 22 19 680	₹2 54 68 964
Highest fees	₹2 30 58 920	₹3 50 00 000	₹4 98 54 620
Lowest fees	₹6 00 000	₹12 54 000	₹5 00 000
Company highest fee	Company B1	Company B1	Company H1
Company lowest fee	Company E1	Company D1	Company F1

Key points

- Background: In this analysis we have created slides with a focus on the targeted group. Three groups have been created: Target Group A, Benchmarking Group 1 and Benchmarking Group 2.
- 1. When we look at the ratio between total remuneration excluding committee and total committee remuneration in these three groups, we find that there is a difference between the target group and Benchmarking Group 2. The total remuneration excluding committee is much wider used in the Target group than in the Benchmarking Group 2 companies. Please see slides 8 and 9 for more information.
- 2. When we look at the different components of the board remuneration: total board salary excluding committee fees, committee fees, chairperson fees, average members fees, Overall Remunerations fees for Target Group A across all groups vary from -43% to 33%. Please see slide 14 for more information.
- 3. When we look at the different components of the board remuneration: total board salary excluding committee fees, committee fees, chairperson fees, average members fees, Chair fees for Target Group A across all groups vary from -28% to 47%. Please see slide 15 for more information.
- 4. When we look at the different components of the board remuneration: total board salary excluding committee fees, committee fees, chairperson fees, average members fees, Chair fees for Target Group A across all groups vary from -60% to 30%. Please see slide 16 for more information.
- 5. When we look at the different components of the board remuneration: total board salary excluding committee fees, committee fees, chairperson fees, average members fees, Chair fees for Target Group A across all groups vary from -84% to 83%. Please see slide 16 for more information.



REMUNERATION

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