



KMP REWARD RELATIVITY

ASX TOP 500

REWARD AND GOVERNANCE INSIGHTS 2019

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The fifth report in our *Insights* series is our Key Management Personnel (KMP) Reward Relativity Research Report.

In this report, we look at the proportional relationships between KMP and CEO remuneration and rewards in respect of fixed remuneration, actual payments under annual incentive plans, the level of CEO remuneration earned annually, the value of equity awards granted under Long Term Incentive Plans (annualised) and total reward. We also provide in depth analysis of the relativity between CEO remuneration and Chairman's fees, as well as the relativity of Chairman fees and Non-Executive Director fees.

Our detailed analysis addresses comparisons across the ASX500 by market capitalisation, annual revenue and industry sector and provides insights into the variability of rewards at the median and on average. We consider seven ASX rank bands, seven revenue bands ranging from <\$100 million to >\$15 million, and eight industry sectors (Consumer, Energy and Utilities, IT and Telecommunications, Financials, Health Care, Industrials, Materials and Real Estate).

Our research represents the most comprehensive published analysis of KMP reward.

In an environment where Boards and management are under increased scrutiny from regulators, the government, shareholders and the public in relation to reward policy and pay outcomes, our aim in publishing this report is to provide a valuable, single source of information to empower informed decisions in the management of executive remuneration.

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You can quickly and easily order and download your copy of Egan Associates' KMP Reward Relativity Insights for just \$400 (ex GST).

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