

Compensation & Benefits 2016

High-Tech

Executive Summary
December 2016

KPMG announces the successful completion and commencement of disposal, for twenty-third year, the Survey Compensation and Benefits for the High-Tech sector for 2016.

This Survey is one of the eight annual surveys conducted by KPMG in cooperation with Greek and multinational companies from all sectors of the Greek market. CEOs, CFOs, Directors of Human Resources and other executives that are involved directly or indirectly in the management of human resources, utilize the results of the survey to form their remuneration policy and benefits for their employees, to evaluate objectively their existing remuneration and benefits system and to determine the annual salary increases.

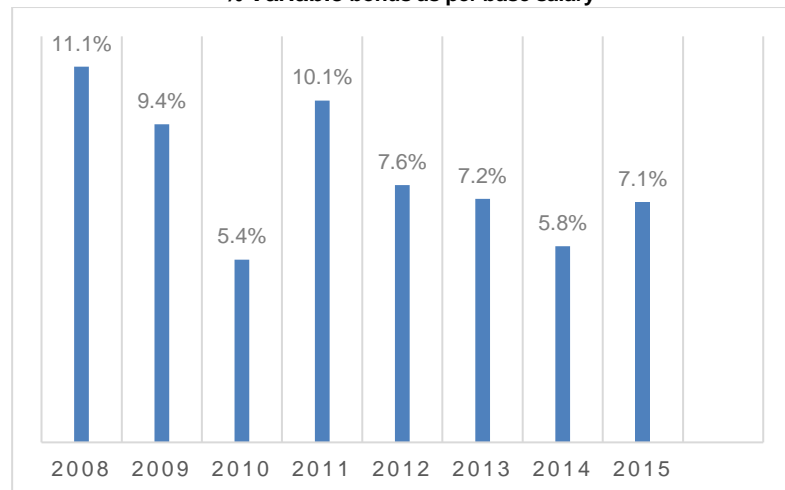
Specifically, KPMG High-Tech Survey is based on data submitted by 15 companies, covering 172 positions through 4 322 incumbents. This is a summary of important findings aiming to provide our clients with a quick and accurate view of Greek market trends.

According to survey's results:

- 53% of the participating companies in 2016 survey gave zero base salary increases to all employee categories, whereas 33% of the sample provided above zero increases to selected employees. The average salary increase for 2016 (total sample – including zero increases) was 1.1%, whereas the median value was 0%.
- Only one of the companies participating in the survey, applied base salary decreases in 2016, whereas no one intends to do so in 2017.
- Concerning the projections for 2017, 40% of the sample stated they will provide zero increases to all employee categories, whereas 47% of the sample was not ready to make any projections.

- 7.1% of the total annual base salary represents the variable bonus paid in 2015 versus 5.8% that was paid in the previous year.
- 20% of the participating companies reduced the number of their job positions in 2016.

% Variable bonus as per base salary



Compensation and benefits for Managers in High-Tech sector in 2016 are depicted in the table below:

**Total Annual Compensation and Benefits for selected managerial positions in 2016
(concerns all companies and Total Compensation (TC) includes fixed salary and variable bonus)**

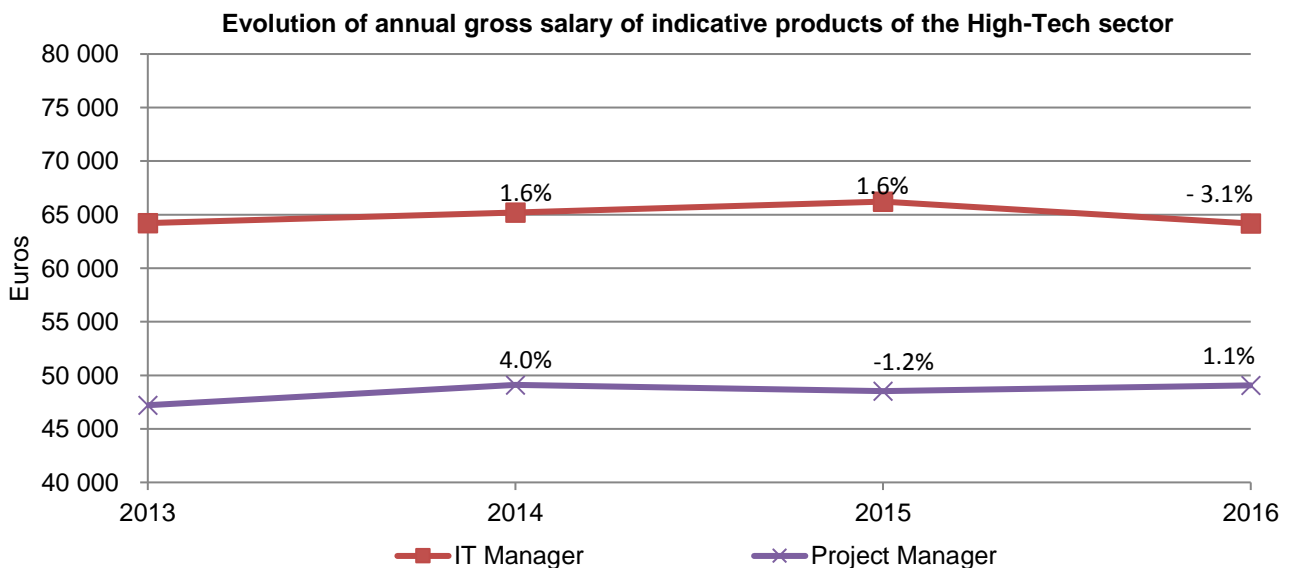
Employee Category	No of Employees	Median TC*	Bonus/TC	Stock Option	Pension Plan	Company Car	Mobile phone	Ticket Restaurant
IT Manager ¹	11	64 173	13.5%	9%	45%	64%	91%	18%
Project Manager ²	44	49 053	7%	9%	23%	23%	100%	5%

1 Manager holding a university degree, 8-12 years of relevant experience, 6 of which at supervisory level, very good knowledge of English and 1-2 subordinates.

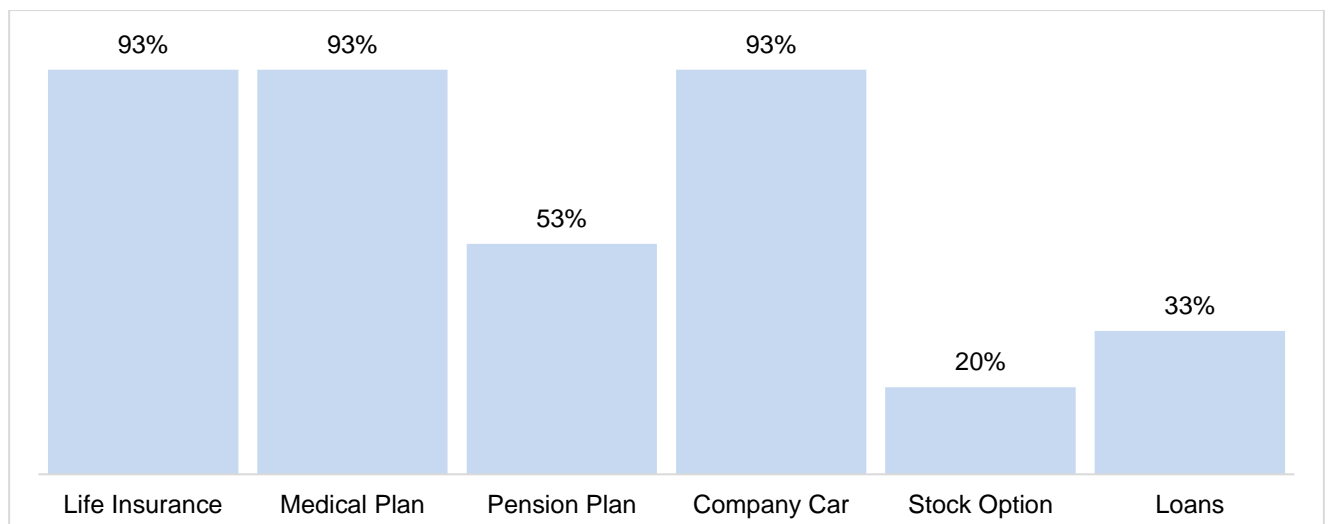
2 Manager holding a university degree, 8-10 years of relevant experience, very good knowledge of English.

* **Median:** 50% of the sample incumbents are paid less than this salary and 50% are paid more than this salary.

The chart below shows the evolution of annual gross salary of indicative job positions of the High-Tech sector over the past three years (median).



According to the Survey's results 2016, the percentage of companies that provide benefits to all or some of their employee categories is depicted in the below chart.



Additionally to High Technology Compensation and Benefits Survey, KPMG conducts one General and five Sector surveys focusing on specific sectors of the Greek market, providing specialized salary and benefits data for the following sectors:

- Retail
- FMCG
- Banking
- Pharmaceutical & Agrochemical
- Insurance

Meanwhile, for the fourteenth consecutive conducted specialized survey exclusively for Top executives in the Greek market.

Contact:

Veroni Papatzimou

Partner
People Services

T: +30 210 60 62 318

E: vpapatzimou@kpmg.gr

Tonia Parisi

Senior Manager
People Services

T: +30 210 60 62 318

E: antoniaparis@kpmg.gr

More information:

kpmg.com/gr



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