



KPMG'S GUIDE TO
Directors'
Remuneration
2015 – A snapshot

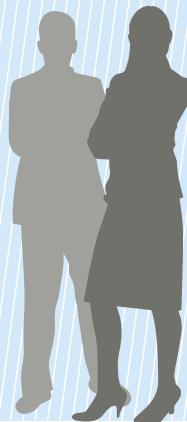
kpmg.com/uk



"The data shows an increase in pay freezes at executive level, the highest in the last four years. However, annual bonus plans continue to pay out at significant levels."

David Ellis, Partner and Head of Reward Practice, KPMG in the UK

CHIEF EXECUTIVE OFFICER



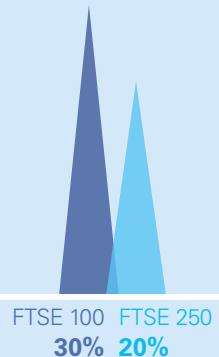
ALMOST **1/3** IN THE FTSE 350 RECEIVED NO SALARY INCREASE



ONLY **12%** IN THE FTSE 350 DID NOT RECEIVE AN ANNUAL BONUS



PENSION AS A % OF SALARY:



FINANCE DIRECTOR

HIGHEST MEDIAN ANNUAL BONUS AS A % OF SALARY:

Financial Services **(124%)**

Energy & Natural Resources **(108%)**

ONLY **7%** IN THE FTSE 350 DID NOT RECEIVE AN ANNUAL BONUS



PENSION AS A % OF SALARY:



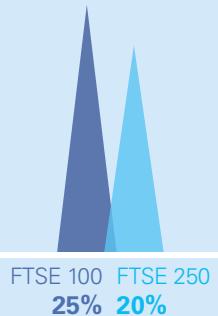
OTHER EXECUTIVE DIRECTORS



MORE THAN **1/4** IN THE FTSE 350 HAD A PAY FREEZE THIS YEAR, COMPARED TO 18% IN 2014



PENSION AS A % OF SALARY:

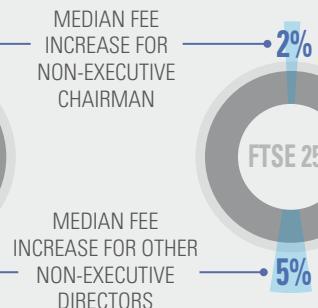
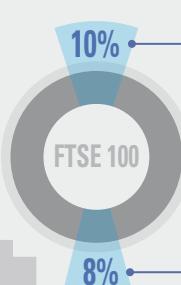


NON-EXECUTIVE DIRECTORS

LESS THAN **1/5** OF FTSE 350 COMPANIES INCREASED FEE LEVELS



FOR THOSE COMPANIES THAT INCREASED FEES:



About the report

A broad-ranging overview of directors' remuneration in FTSE 350 companies. This includes salary, pension, bonus and long-term incentives for executive directors and non-executive directors' fees. Data provided by Manifest Information Services and analysed by KPMG, also drawing on analysis completed by IVIS. Positions included in the data sample: Chief Executive, Finance Director, Other Executive Director and Non-Executive Directors.

Have regulatory reforms led to a change in pay philosophy and approach, or have they simply driven a compliance focus without addressing the underlying issues?

Download the report at:
www.kpmg.com/UK/remreport15



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