

Executive Compensation in 2023

The definitive statistical analysis of executive compensation with data compiled, analyzed, and published by Diligent Market Intelligence.



Contents

3	Total Realized Pay
4	Pay Ratios
5	Total Cost of Named Individuals
6	Share of Executive Pay Earned by CEO
7	Long-term Incentive Pay
8	CEO Compensation Change Following Investor Dissent

Total Realized Pay

Average CEO Total Realized Pay, by index and year.

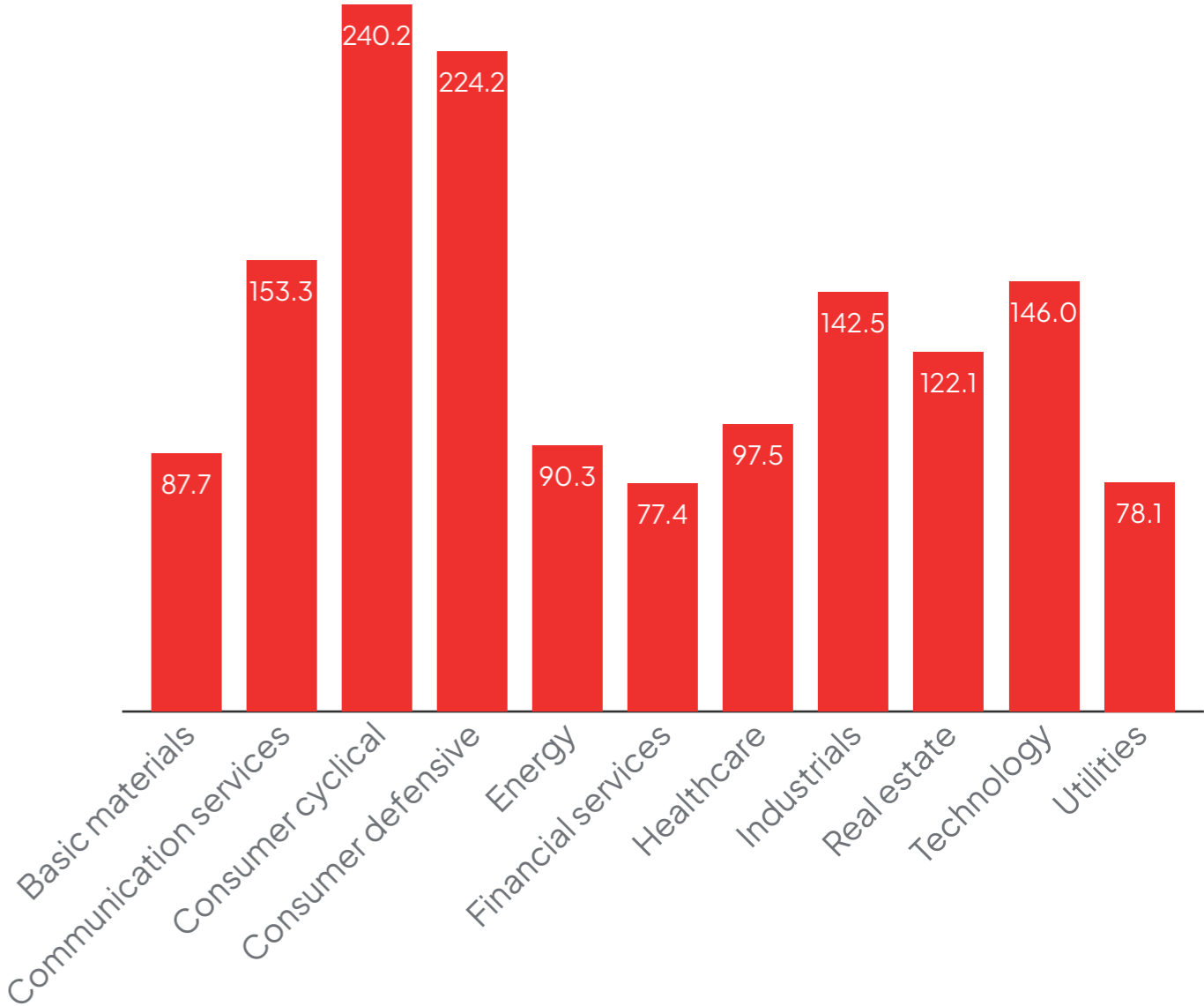
				% CHANGE		
	2020	2021	2022	2020-21%	2021-22%	2020-22%
CAC 40 (€M)	6.50	6.22	6.98	-4.3%	+12.2%	+7.4%
DAX (€M)	12.12	12.56	5.65	+3.6%	-55.4%	-53.4%
FTSE 100 (£M)	3.47	3.91	4.27	+13.0%	+8.9%	+23.0%
FTSE 250 (£M)	1.58	2.15	2.41	+35.5%	+12.3%	+52.2%
Russell 3000 (\$M)	10.77	21.42	10.20	+98.9%	-52.4%	-5.3%
S&P 500 (\$M)	28.89	79.98	25.56	+176.9%	-68.0%	-11.5%
S&P ASX (AU\$M)	3.52	4.01	3.81	+14.0%	-5.0%	+8.2%
S&P TSX (CA\$M)	6.28	7.34	7.62	+16.9%	+3.9%	+21.4%

Source: Diligent Market Intelligence | Compensation

Pay Ratios

Average pay ratios of Russell 3000 companies by sector in 2022, and percentage change since 2020.

	2022 Average	2020-2022 % Change
Basic materials	87.7	24.7%
Communication services	153.5	48.0%
Consumer cyclical	240.2	4.8%
Consumer defensive	224.2	10.8%
Energy	90.3	92.6%
Financial services	77.4	66.3%
Healthcare	97.5	93.2%
Industrials	142.5	102.6%
Real Estate	122.1	139.8%
Technology	146.0	118.6%
Utilities	78.1	51.8%



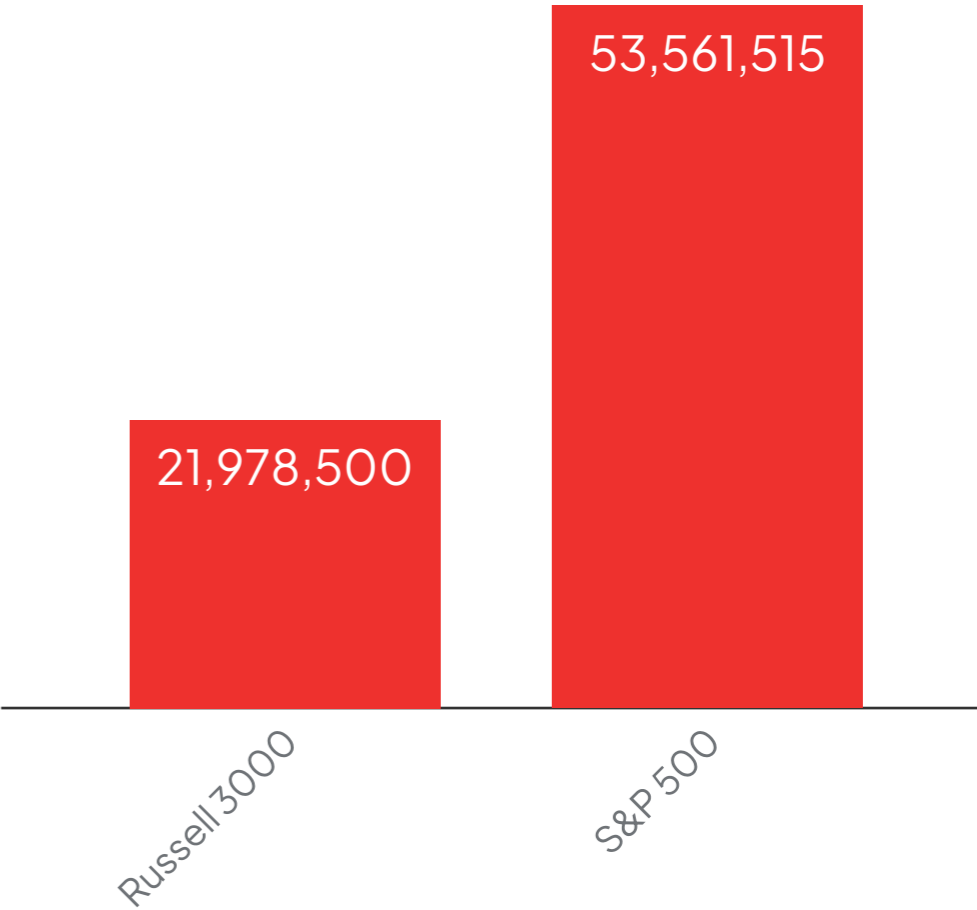
Source: Diligent Market Intelligence | Compensation

Total Cost of Named Individuals

Average total cost of named individuals at companies by index in 2022, and percentage change since 2020.

	2022 Average	2020-2022 % Change
Russell 3000	21,978,500	-8.3%
S&P 500	53,561,515	-13.4

Source: Diligent Market Intelligence | Compensation



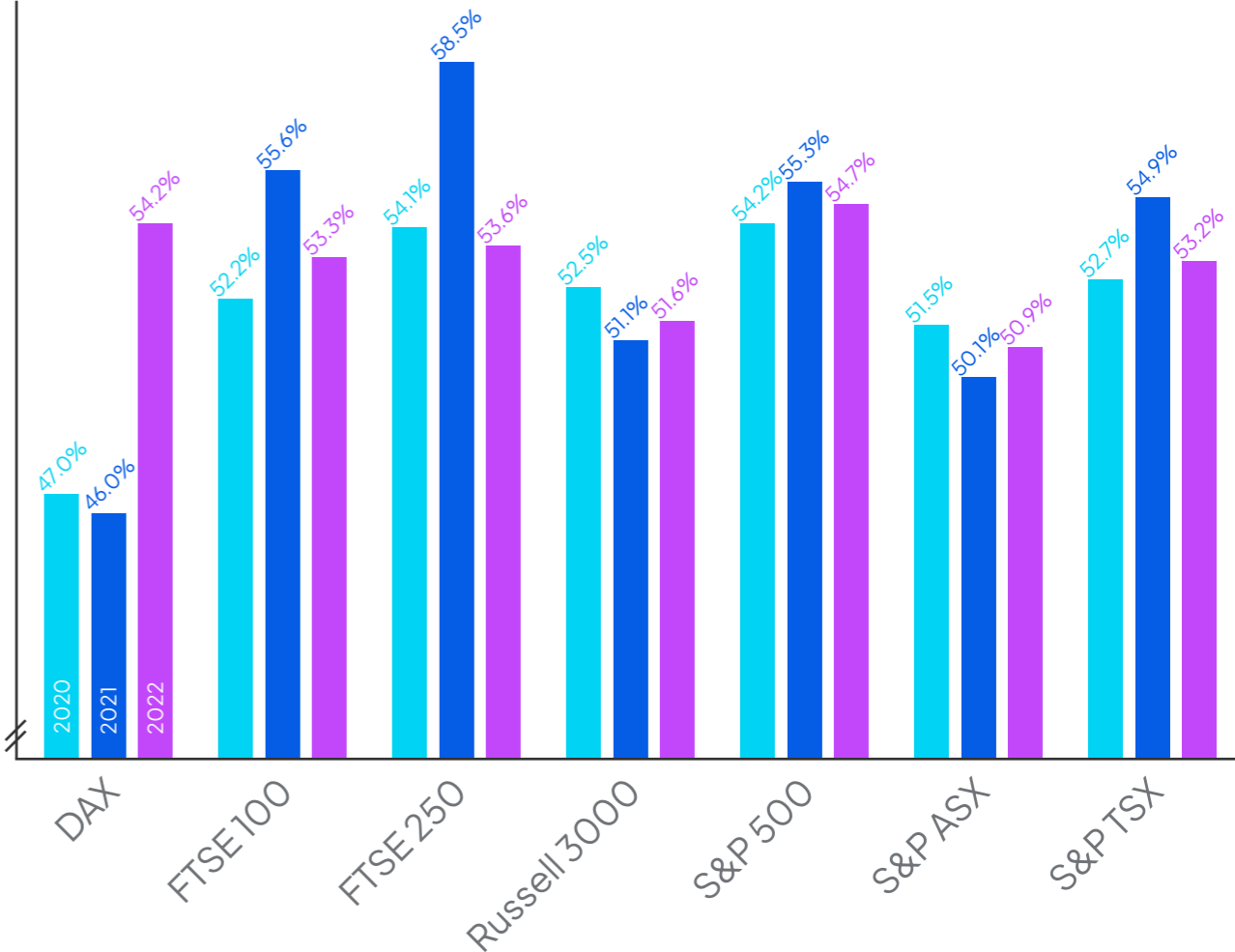
Share of Executive Pay Earned by CEO

Average total CEO pay as a percentage of average total pay for named executives

	2020	2021	2022
DAX	47.0%	46.5%	54.2%
FTSE 100	52.2%	55.6%	53.3%
FTSE 250	54.1%	58.5%	53.6%
Russell 3000	52.5%	51.1%	51.6%
S&P 500	54.2%	55.3%	54.7%
S&P ASX	51.5%	50.1%	50.9%
S&P TSX	52.7%	54.9%	53.2%

Source: Diligent Market Intelligence | Compensation

Note: Companies that disclosed CEO pay as 100% of named executive officers have been removed for a fairer representation.

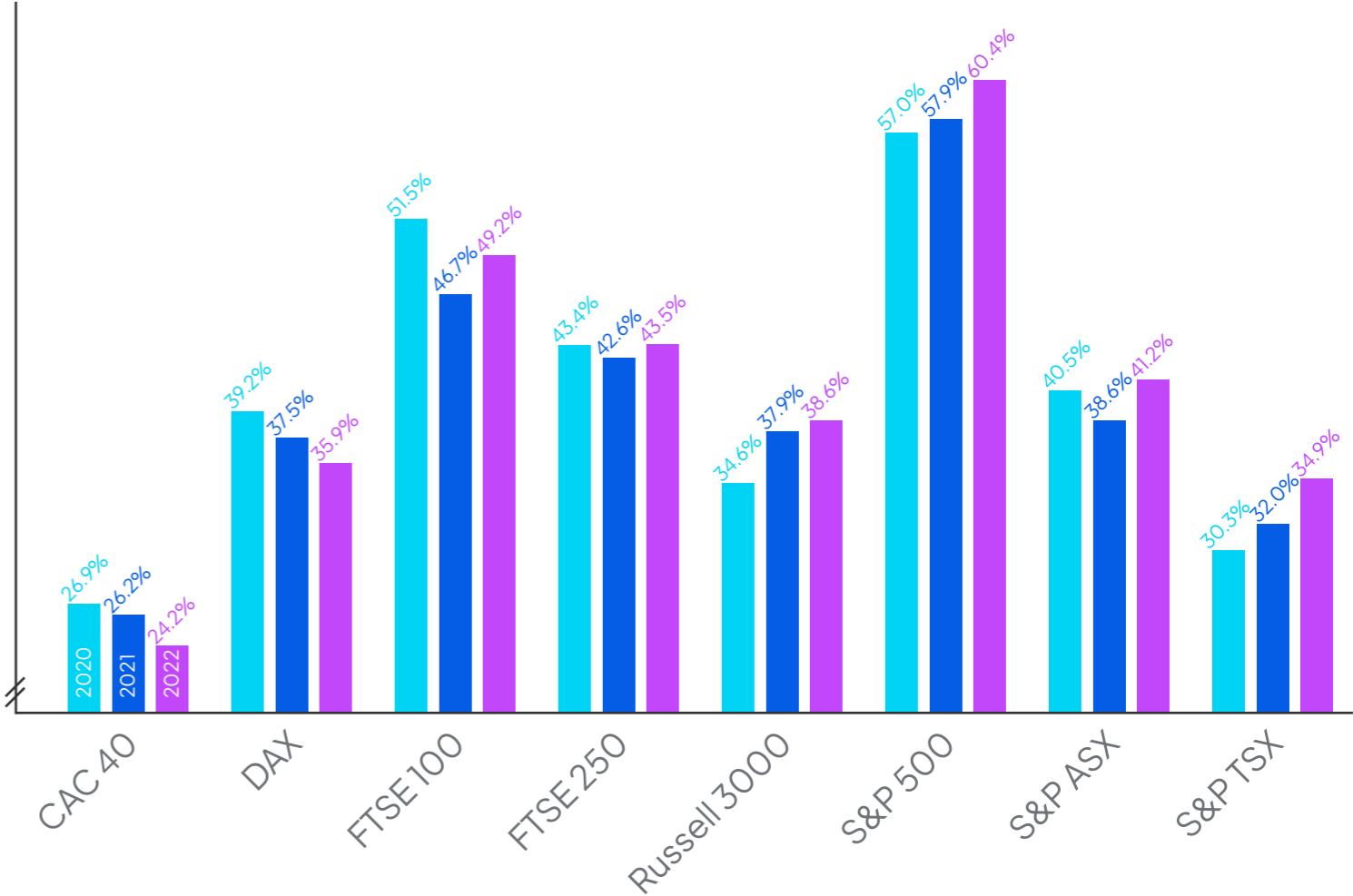


Long-term Incentive Pay

Average percentage of pay that is long-term incentive, by index and year.

	2020	2021	2022
CAC 40	26.9%	26.2%	24.2%
DAX	39.2%	37.5%	35.9%
FTSE 100	51.5%	46.7%	49.2%
FTSE 250	43.4%	42.6%	43.5%
Russell 3000	34.6%	37.9%	38.6%
S&P 500	57.0%	57.9%	60.4%
S&P ASX	40.5%	38.6%	41.2%
S&P TSX	30.3%	32.0%	34.9%

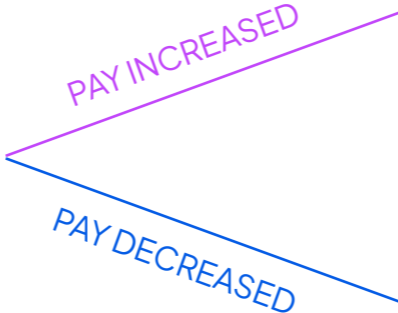
Source: Diligent Market Intelligence | Compensation



CEO Compensation Changes Following AGM Opposition

243

Number of Russell 3000 CEOs facing 20% or more opposition to total granted pay at 2021 AGM



103

CEOs whose total granted pay increased in 2022 following 20% or more opposition to their pay in 2021.

118

CEOs whose total granted pay decreased in 2022 following 20% or more opposition to their pay in 2021.

For More Information...

Diligent Market Intelligence's Compensation module presents data for companies globally. To arrange an online demonstration of the module or to add trial access of the module to an existing account, contact dmi.sales@diligent.com.

For data-related queries, please email: dmi.research@diligent.com.