

GLOBAL INSIGHTS
**CFO & FINANCIAL LEADERSHIP
 BAROMETER**

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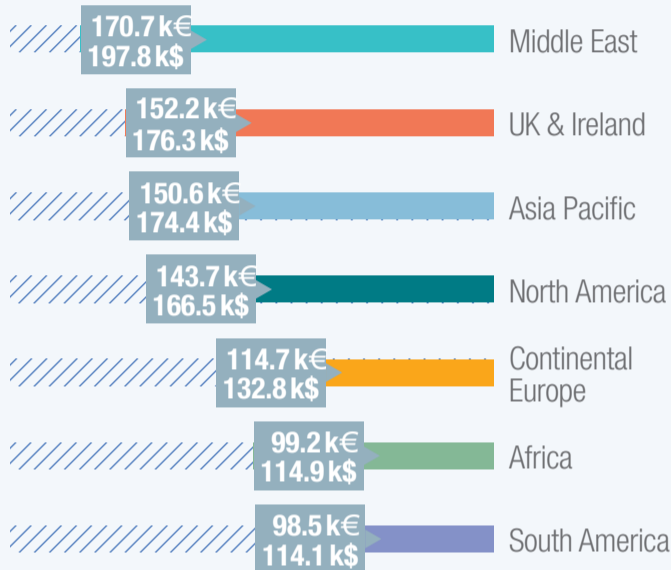
COMPENSATION & BENEFITS HIGHLIGHTS



WHAT DO FINANCIAL LEADERS AROUND THE WORLD EARN? The survey brought to light significant variations in compensation & benefits, according to region, gender and size of employing company.

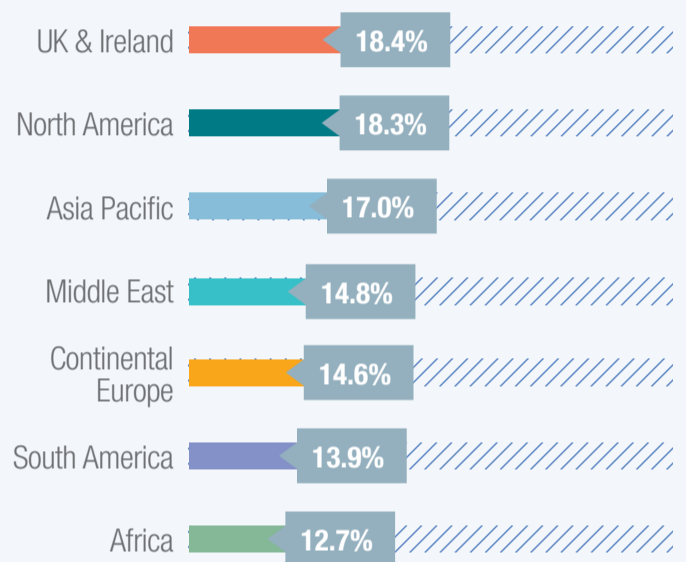
**TOTAL COMPENSATION, INCLUDING
 BONUS & BENEFITS**

Average annual salary worldwide:
125k€ / 145k\$



**AVERAGE % OF OVERALL
 COMPENSATION PAID AS A BONUS**

Average annual bonus worldwide:
15.6%



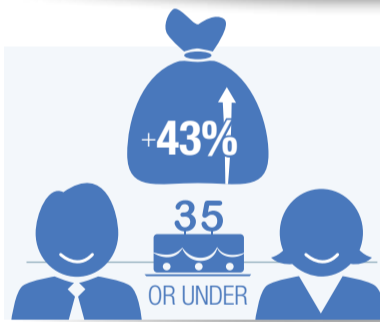
On average, male financial leaders earn **16%** more salary and **22%** more bonus than their female counterparts

MALE SALARY

▲ 16%

MALE BONUS

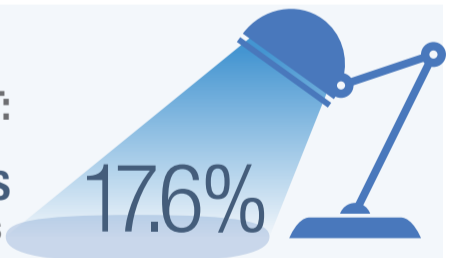
▲ 22%



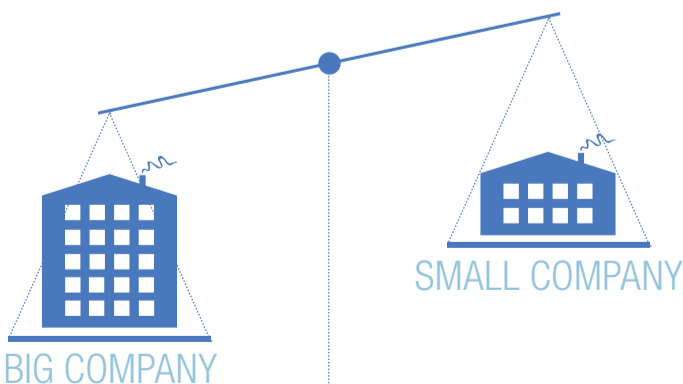
Financial leaders aged 35 or under can expect to see their **SALARY RISE 43%** over the next 20 years

**CFO SPOTLIGHT:
 AVERAGE
 ANNUAL BONUS
 WORLDWIDE is**

17.6%



Financial leaders in **larger companies** (with a financial department of over 100 employees) can earn **67%** more than in a **small structure** (those with fewer than 10 employees in finance)



The sample includes replies from senior decision makers such as CFO, Head of Finance (35%), Financial Manager (11%), SVP/VP (11%) and others (3%).