

Robert—
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Market intelligence



Compensation Benchmarking

Using a combination of our own recruitment data, publicly available insights and the knowledge of our recruitment experts, we build bespoke overviews of the compensation and benefits required to attract and retain the best talent.

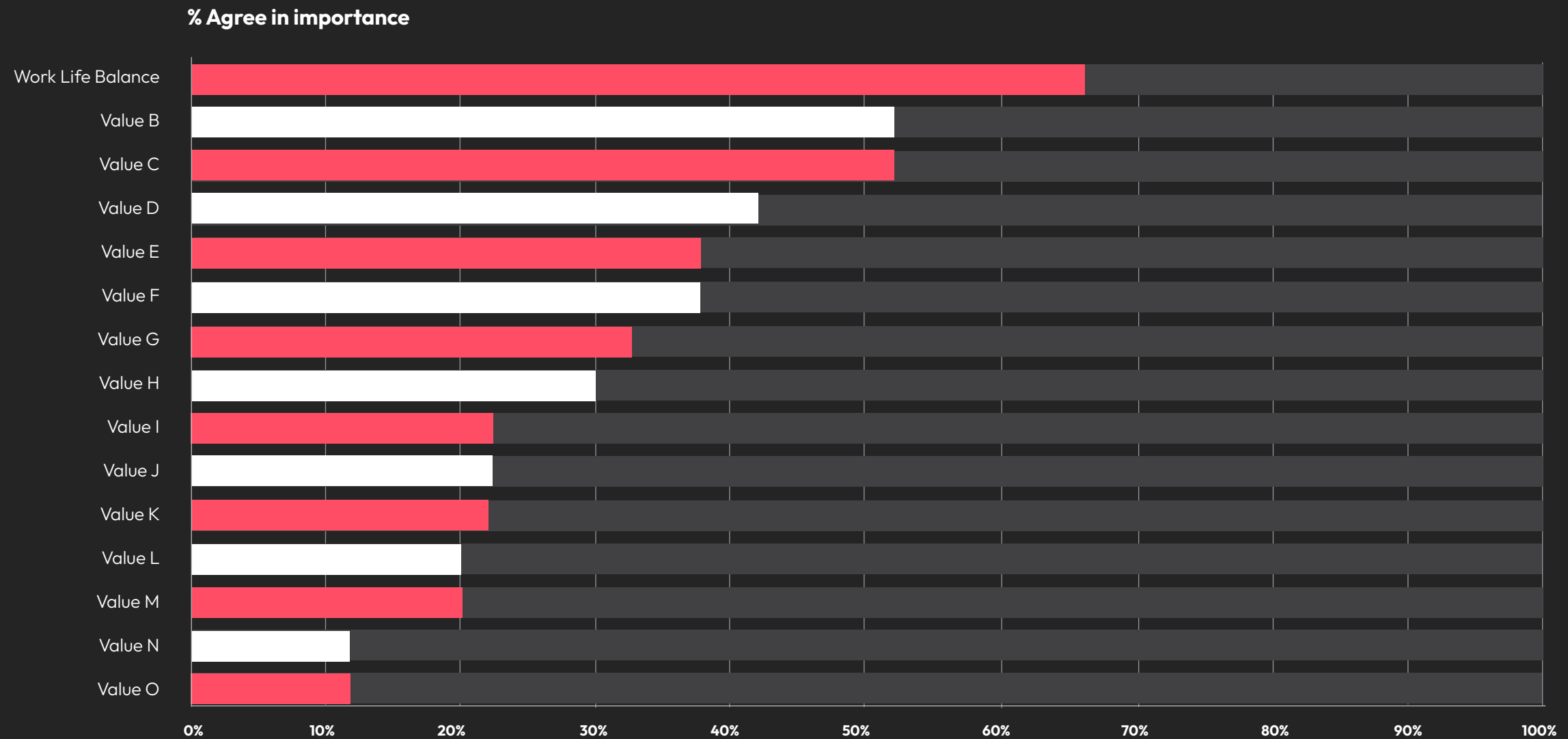


Compensation Benchmarking

| | PERMANENT | | | CONTRACT | | |
|-----------------------------------|------------------|------------------|------------------|---------------|--------|-------------|
| | SALARY PER ANNUM | | | RATE PER HOUR | | |
| ROLE | 25 TH | 50 TH | 75 TH | 2022 | MEDIAN | YOY% CHANGE |
| Financial Controller | 150k | 170k | 190k | 80 - 100 | 90 | 0 |
| Commercial / FP&A Manager | 150k | 175k | 200k | 80 - 100 | 90 | 5 |
| Senior Business Financial Analyst | 110k | 120k | 140k | 60 - 82 | 71 | 0 |
| Business Financial Analyst | 90k | 110k | 130k | 49 - 72 | 71 | 0 |
| Senior Management Accountant | 110k | 120k | 140k | 54 - 72 | 63 | 3 |
| Management Accountant | 90k | 100k | 115k | 49 - 62 | 56 | 0 |
| Senior Financial Accountant | 110k | 125k | 140k | 49 - 60 | 55 | 0 |

This table shows details of average salaries provided for both permanent and temporary works across these role titles.

What candidates value when looking for their next employer



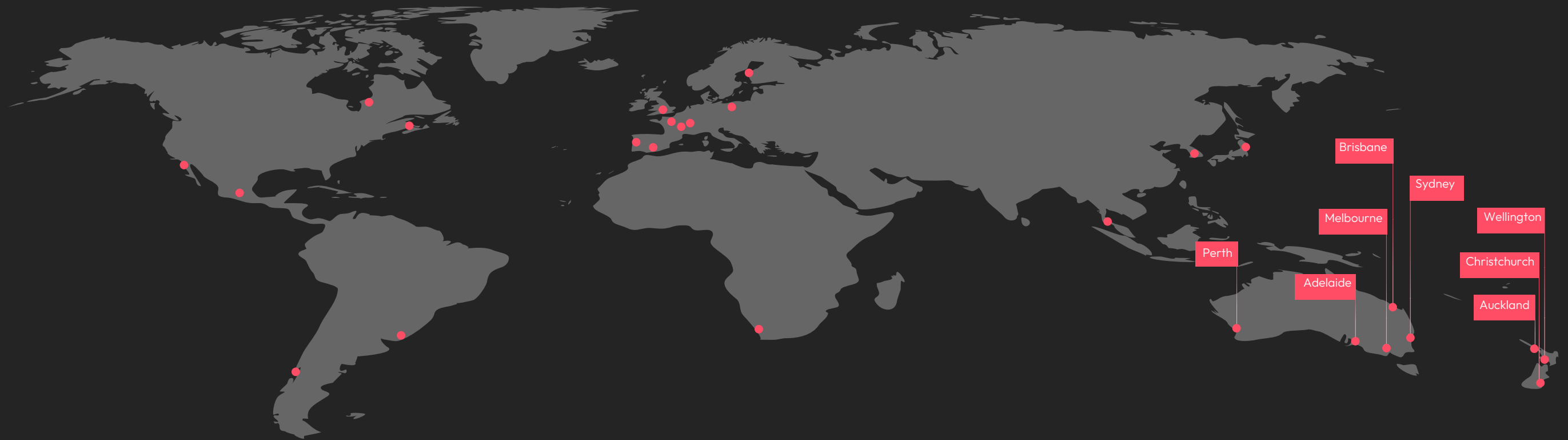
The table shows what is important to talent when looking for their next employer. We can provide general market values as well as drilling down to specific functions and/or industries.

Talent & Market Trends Mapping

Using our established data model, we evaluate and provide real-time data to support and shape your strategy. By utilising our unique insights we can provide you with a deeper understanding of talent pools to position you to attract and retain the best talent.



Talent heatmap: Distribution of talent



-0.70%

Growth in headcount



20%

Changed jobs in last year



Very High

Hiring demand



2 Years

Median tenure



5%

Open to contract



15%

Open to opportunities



55%

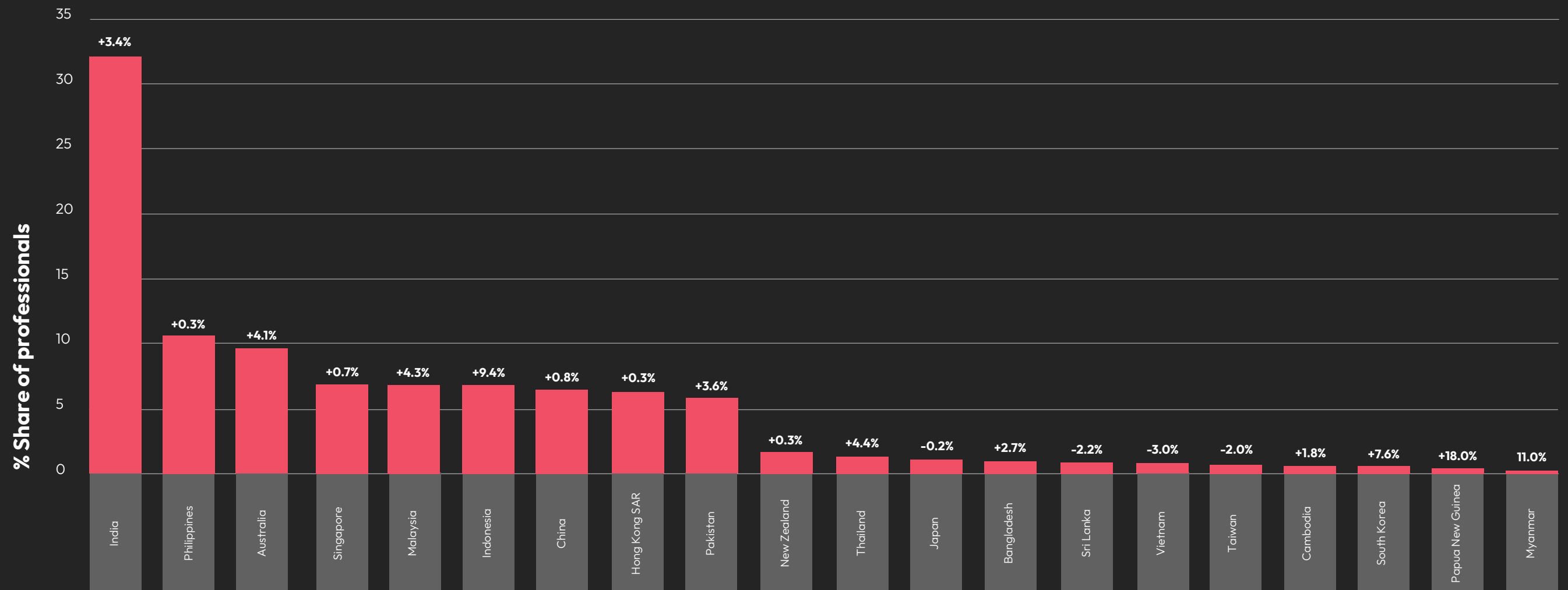
Male



45%

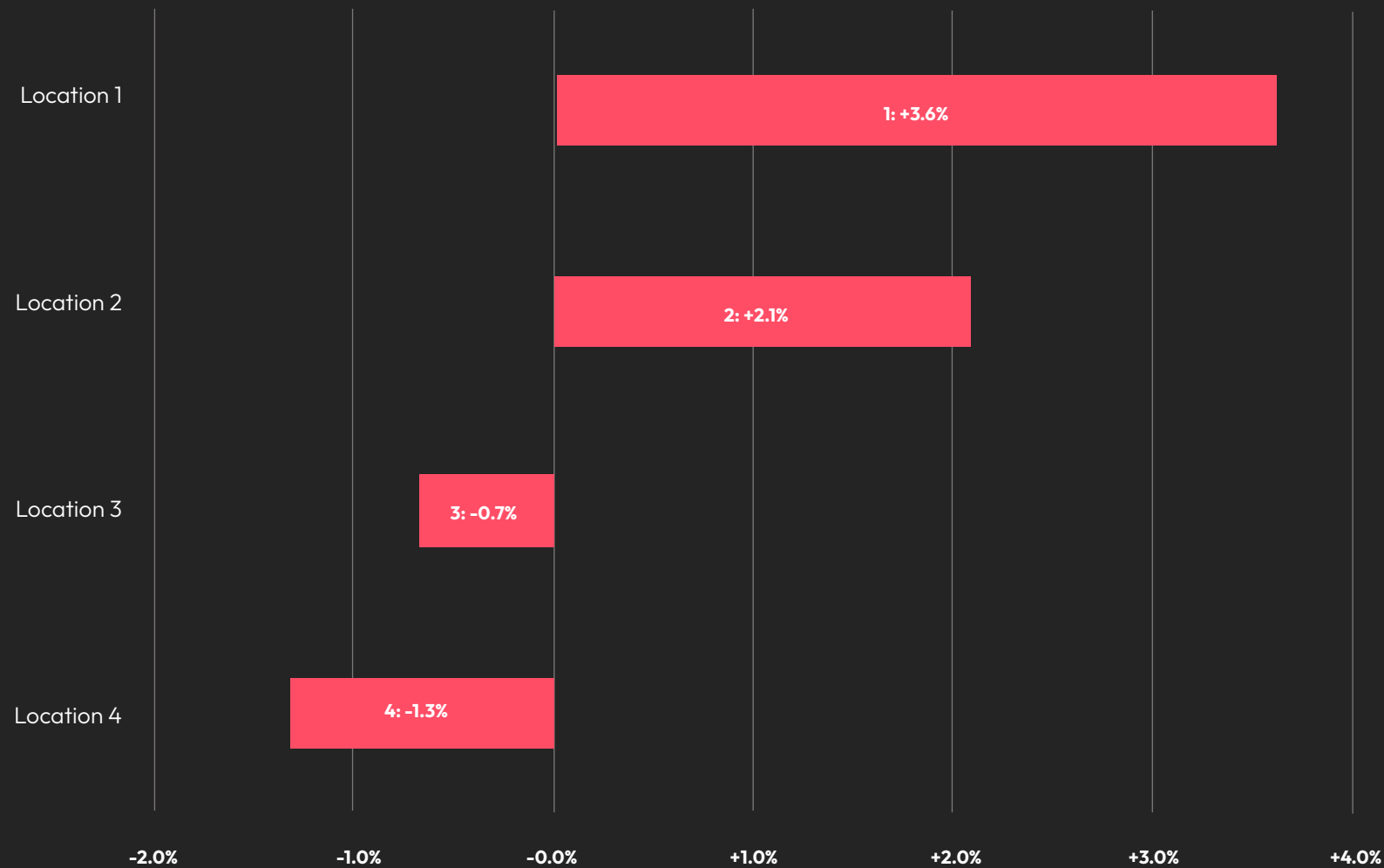
Female

20 largest locations of professionals



This table shows the 1 year growth in number of professionals in each location are indicated by the values above the bars.

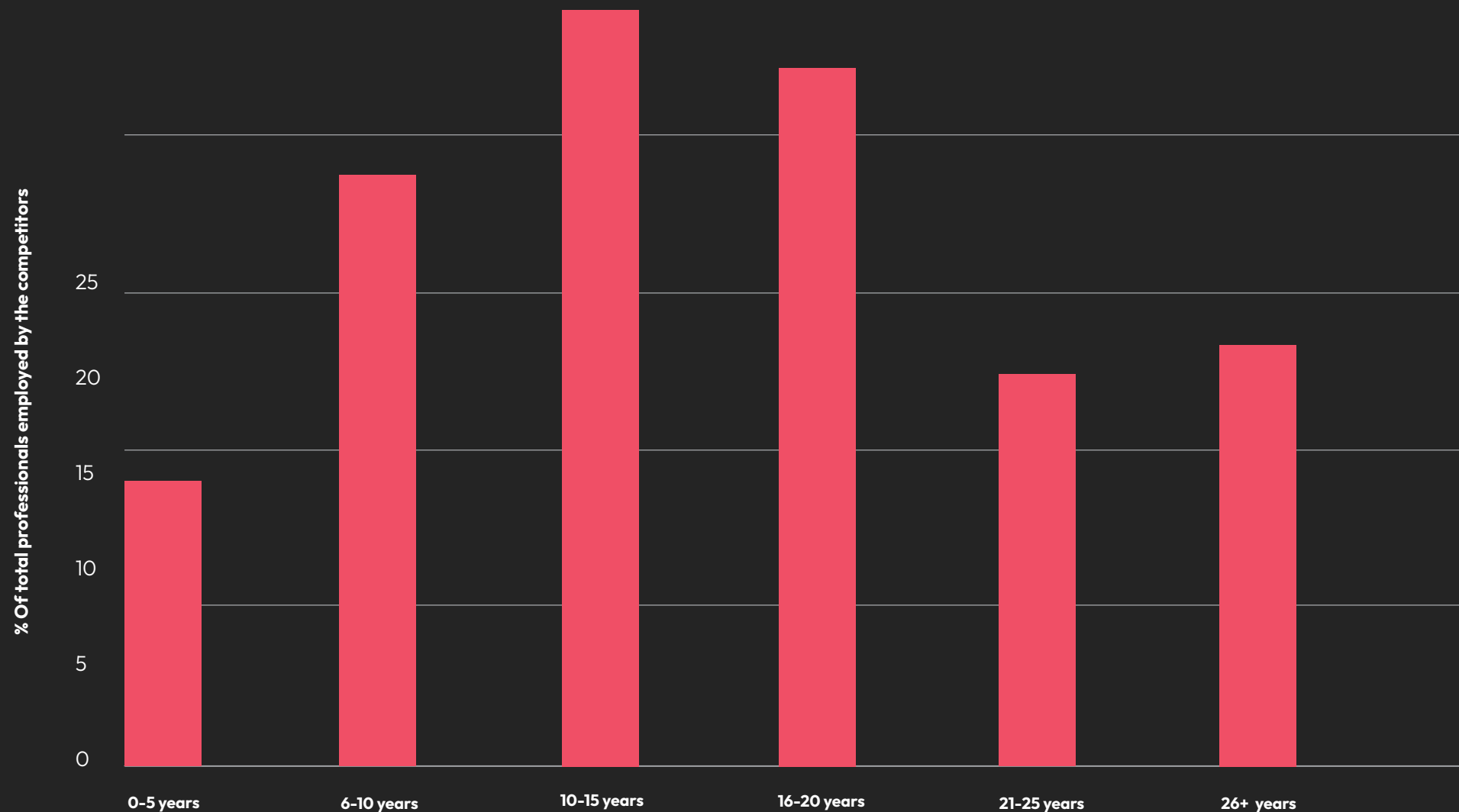
Talent distribution ranked according to growth in target locations



| Location | %Share of professionals | Hiring demand |
|------------|-------------------------|---------------|
| Location 1 | 88.0% | Very high |
| Location 2 | 5.1% | Very high |
| Location 3 | 4.4% | High |
| Location 4 | 2.2% | Low |

The table shows both the share and growth of professionals within a location for your nominated segment, industry, or function.

Corporate structure by years of work experience across the selected competitors



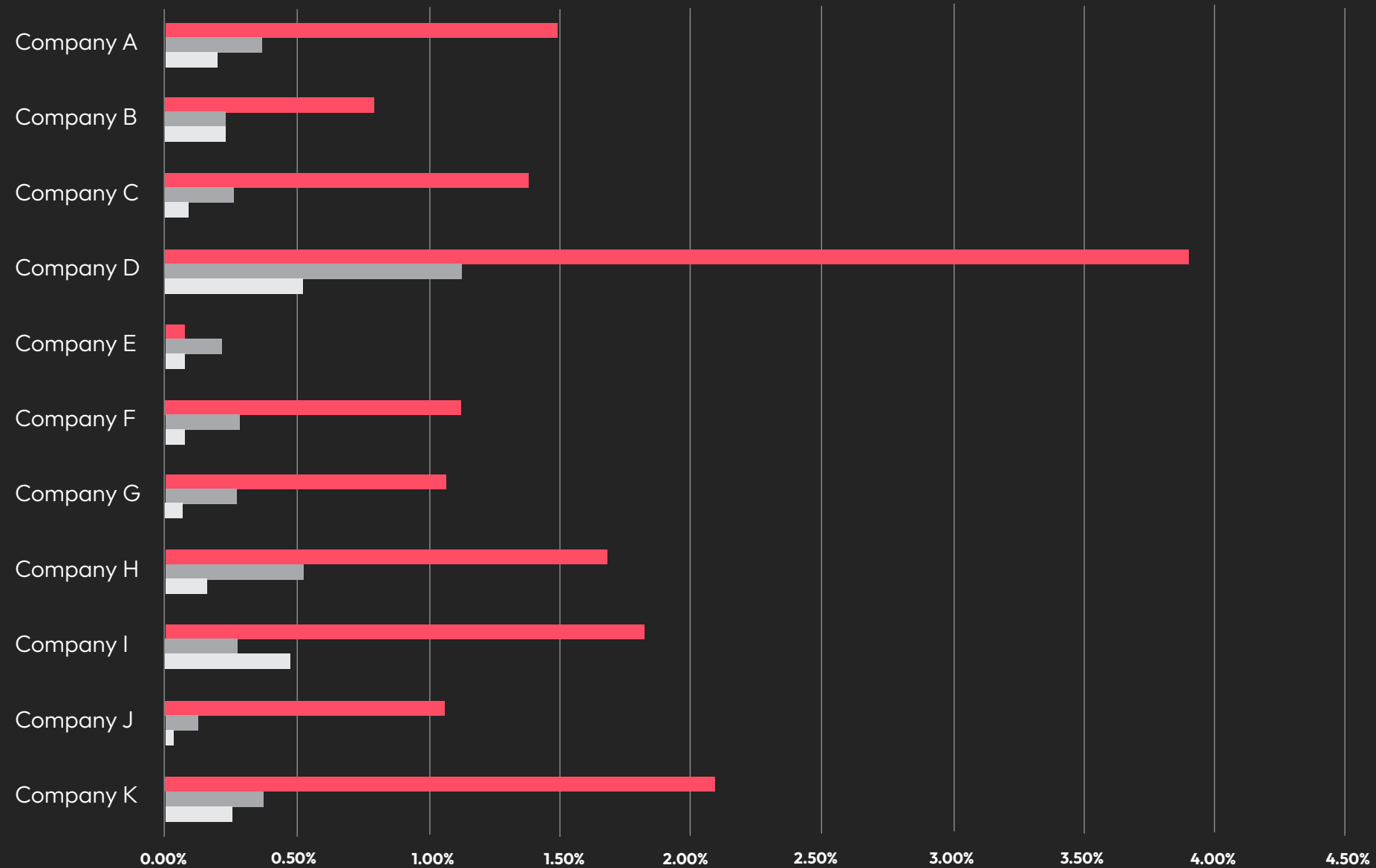
The graph shows the levels of work experience within your nominated segment, industry, or function.

Competitor Insights

Our data led research can provide insight into what professionals value most in an employer and assess your offering to ensure you are attracting and retaining the best talent.





% of total employees per identified function



The table represents the competitions headcount % of particular function compared to their total employee headcount. This benchmarks how your competitors are structured and the amount invested in each team or function.

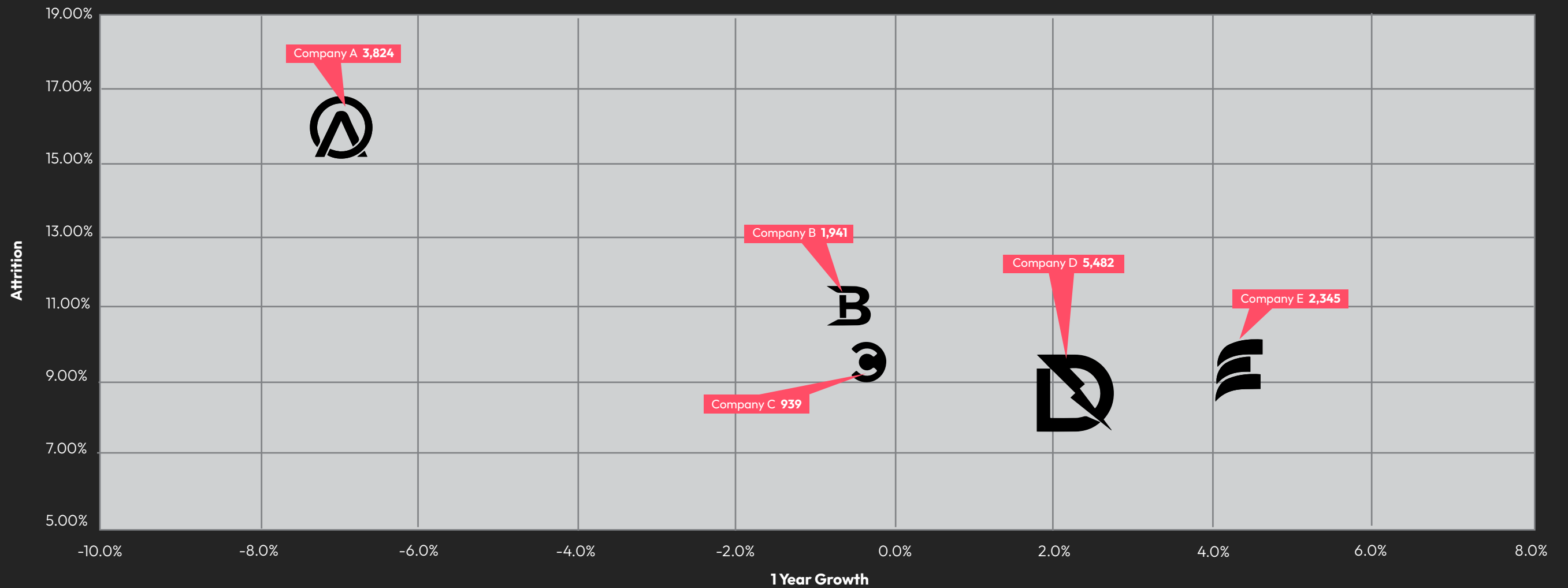
Companies of a similar size, based in target location.

| Organisation | | | Organisation | | |
|--------------|--|-----------|--------------|------------|-----------|
| 1 |  | Company A | 6 | COMPANY·X· | Company X |
| 2 |  | Company B | 7 | COMPANY·X· | Company X |
| 3 | COMPANY·X· | Company X | 8 | COMPANY·X· | Company X |
| 4 | COMPANY·X· | Company X | 9 | COMPANY·X· | Company X |
| 5 | COMPANY·X· | Company X | 10 | COMPANY·X· | Company X |

This table shows the hiring trends of a similar sized organisations based on your target locations.

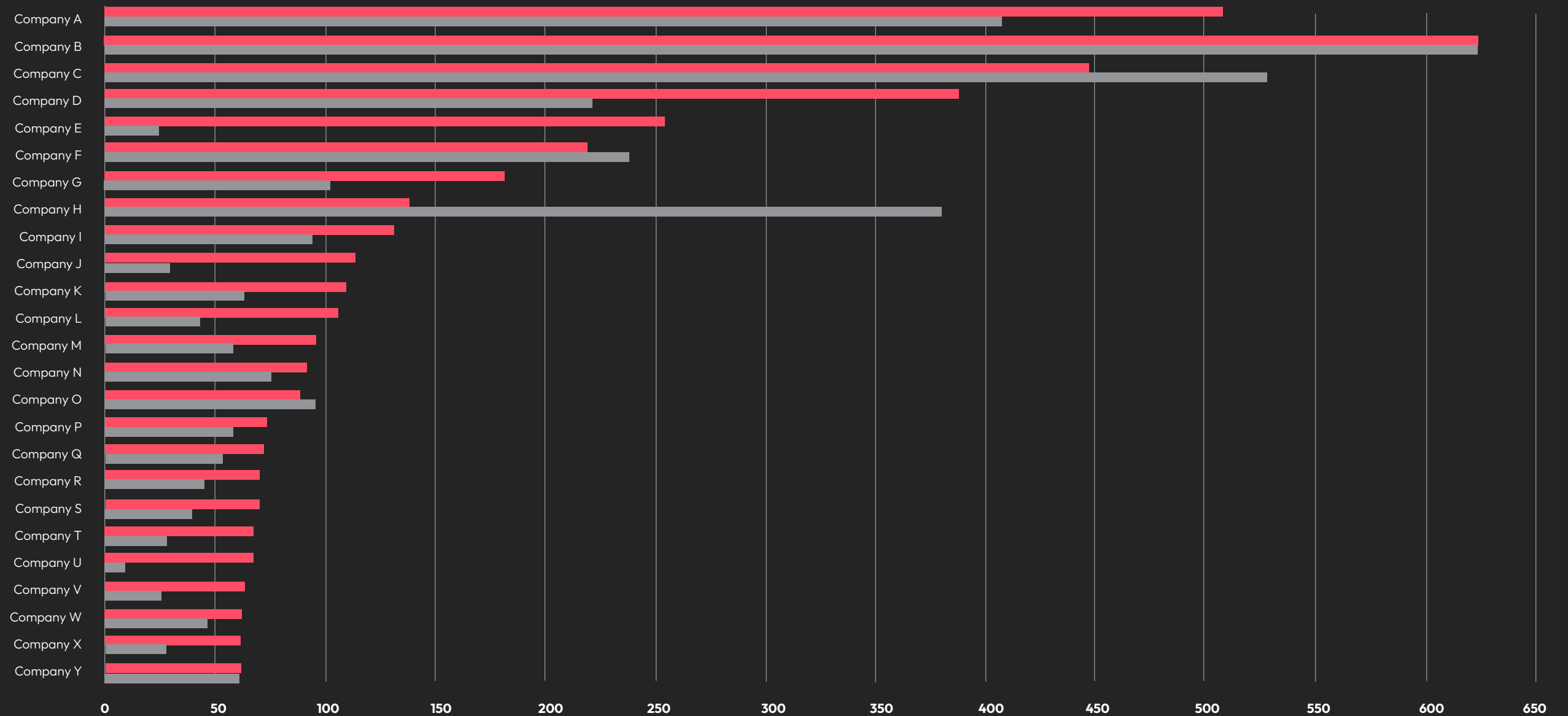


Competitors growth and attrition rates



The graph plots your competitors according to the growth and attrition rates of your competitors within your nominated segment, industry, or function. The size of the bubble indicates the number of professionals. The larger the bubble, the more professionals they have.

Statistics on selected competitors in target location



This slide illustrates the number of hires and departures within your competitors in your nominated target locations.

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Africa | Australia | Belgium | Brazil | Canada | Chile | Mainland China | France | Germany | Hong Kong | India | Indonesia | Ireland | Italy | Japan | Malaysia | Mexico | Netherlands | New Zealand
| Philippines | Portugal | Singapore | South Korea | Spain | Switzerland | Taiwan | Thailand | United Arab Emirates | United Kingdom | United States | Vietnam.