

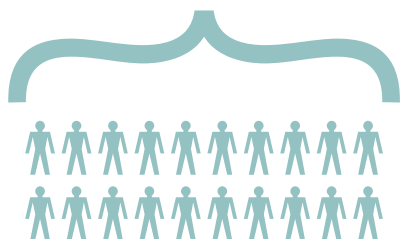
Worldwide Executive Compensation 2015: Survey of Global FT 200 Companies



This survey report examines the remuneration landscape in the world's largest global corporations. Focusing on the top 200 companies from the annual Financial Times Global 500 list, E-reward.co.uk's landmark survey extracted data from the most recently-available remuneration reports, including DEF 14A forms, annual reports and registration documents. Year-end dates ranged from 27 September 2014 to 31 May 2015 with over 90% on or after December 2014.

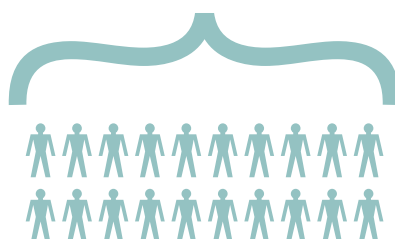
£968,647

Median salary for principal directors in FT Global 200.



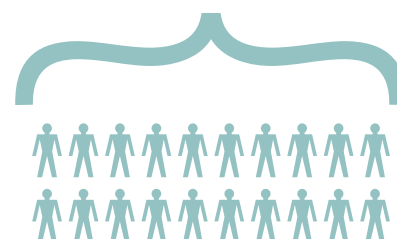
£5.9m

Median realised remuneration level for principal directors in FT Global 200.



£7.9m

Median level of fair value potential future remuneration for principal directors in North America.



About the E-reward.co.uk research



182

Data analysed for 182 companies in FT Global 200.



25

Data gathered from 25 countries.



1,339

Information collected on 1,339 directors and non-executive directors.

Top 5 bonus payments in FT Global 200, 2014/15

Company	Country	Position	Bonus payment
Hutchinson Whampoa	Hong Kong	Managing director	£15,151,753
Walt Disney	USA	Chairman/CEO	£14,042,108
Time Warner	USA	Chairman/CEO	£9,309,387
Boeing	USA	Chairman/CEO	£9,286,932
CVS Health	USA	CEO	£7,355,797

Top 5 realised remuneration levels in FT Global 200, 2014/15

Company	Position	Salary £	Bonus £	Value of long-term awards vesting £	Share option notional gains £	Realised remuneration £
Gilead Sciences	Principal director	1,029,754	2,385,003	32,169,316	88,085,962	123,670,034
Apple	Principal director	1,076,374	4,124,600	89,312,485	–	94,513,459
McKesson	Principal director	1,131,583	7,019,853	27,349,995	40,975,057	76,476,488
Gilead Sciences	Other director	671,673	1,013,382	14,156,710	41,498,151	57,339,917
Wells Fargo	Principal director	1,796,436	2,566,337	19,653,677	23,375,643	47,392,092

Salary levels

	£m
UK	1.10
Germany	1.09
Other Europe	1.09
North America	0.96
Other countries	0.82
China & Japan	0.37

Median level for principal director in FT Global 200 companies, 2014/15.

Weighted fair value potential remuneration

	£m
North America	8.01
Germany	4.60
UK	4.40
Other Europe	2.62
Other countries	*
China & Japan	*

Median level for principal director in FT Global 200 companies, 2014/15.

* Insufficient disclosure.

Realised remuneration

	£m
North America	11.94
Germany	5.40
UK	5.40
Other Europe	2.98
Other countries	2.84
China & Japan	0.55

Median level for principal director in FT Global 200 companies, 2014/15.

GLOSSARY

Realised remuneration: all remuneration actually received in the year.

Weighted fair value potential remuneration: the value of fixed pay and an estimate of the likely future value of any variable remuneration awards made in the year weighted to adjust for differences in market value.

Principal director: the most senior executive director. In some cases this is the chief executive, in others the chairman or managing director, while companies in many countries combine the roles.

Finance director: Director with responsibility for the finance function, usually chief financial officer or finance director.

Other director: Any other executive director.

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