CONSIDER THESE QUESTIONS …

• Do you have an easy-to-use source within your sector of activity for comparing compensation across Europe?

• What are your competitors from the financial services sector doing for upcoming salary reviews and incentive design? Is your internal compensation structure aligned with the new playing field?

• Are you able to evaluate the competitive position of each element of your total direct remuneration on a pan-European basis?

• Would you like up-to-date information on global and European trends to support your executive remuneration strategy?

• Are you able to generate instant, automated, and fully customised comparisons between your organisation and the market?

... AND OBTAIN THE RIGHT SOLUTIONS

The Mercer Executive Remuneration Guides: Pan-European Financial Services (PEFS) survey provides the market data and analytical tools to support remuneration programmes for leading financial services organisations in Europe.

PEFS – A STEP AHEAD …

• COVERAGE
  – Over 2,800 cross-industry and industry executive benchmark positions at the CEO and the next three reporting levels.
  – Consistent and accurate banking and insurance specific market data across Western Europe.
  – All aspects of total direct compensation, including all forms of cash compensation and long-term incentives.

• FLEXIBILITY — Online tools allow you to analyse survey data according to your individual needs and to conduct customised analyses to instantly measure your competitiveness in specific markets. You can analyse the data by job position, job family, job size, or a combination of these approaches.

• RELIABILITY — Consistent participation by organisations creates a solid representation of the European financial services industry.

• EXPERT ADVICE — Local Mercer experts work closely with participating organisations when collecting and analysing data. They also provide assistance in the job matching and/or job evaluation process.

JOB FAMILIES AND POSITIONS SURVEYED

• Administration, Facilities & Secretarial
• Customer Service & Contact Center Operations
• Human Resources
• Real Estate Management, Property Development & Investment
• Asset/Investment Management
• Data Analytics/Warehousing, & Business Intelligence
• Insurance
• Sales, Marketing & Product Management
• Capital Markets/Investment Banking
• Engineering & Science
• IT, Telecom & Internet
• Supply Chain
• Communications & Corporate Affairs
• Finance
• Legal, Compliance & Audit
• Trading & Dealing
• Construction
• General Management
• Production & Skilled Trades
• Consumer & Commercial Banking
• Healthcare/Pharmacy Services
• Project/Program Management
• Creative & Design
• Hospitality (Food Service & Lodging)

For a full list of survey roles, please visit www.imercer.com/pefs
MERCER EXECUTIVE REMUNERATION GUIDES PEFS IS MADE UP OF FOUR REMUNERATION COMPONENTS

**BASE SALARY**
(Monthly Base Salary times the number of months guaranteed)

**TOTAL GUARANTEED CASH COMPENSATION**
(Base Salary plus guaranteed allowances)

**TOTAL CASH COMPENSATION**
(Total Guaranteed Cash Compensation plus short-term incentive, sales incentive, profit sharing, or other incentive awards)

**TOTAL DIRECT COMPENSATION**
(Total Cash Compensation plus long-term incentive awards)
WHAT DO YOU RECEIVE?

ONLINE ACCESS

Data delivered online through Mercer WIN®, accessible anywhere, at any time — fully customise searches and statistics according to your individual needs, and receive instant comparisons of your organisation’s data against the market.

SURVEY OVERVIEW

A general review of typical salary practices and compensation mix, employment trends, and other economic indicators related to human resource management decisions.

SALARY POLICY AND INCENTIVES

OVERVIEW — TYPICAL PRACTICES

• Salary increase trends.
• Short-term incentives.
• Long-term incentives.
• Non-executive director compensation.

CUSTOM ANALYSIS

Custom statistics tailored to your needs using Mercer WIN®, such as:
• Unlimited number of peer groups (minimum of 10 organisations) at no additional cost.
• Group/subsidiary role.
• Revenue/employee number and more.

SUMMARY TABLES AND ACTUAL MARKET DATA

• Detailed market analysis of individual survey positions.
• Each role displayed in survey tables for each element of compensation.

MARKET REGRESSION

Regression statistics and graphs by:
• Position class.
• Functional area for each of the major components of total direct compensation.
• Industry (banking or insurance).
MERCER WORKFORCE INTELLIGENCE NETWORK

The Mercer Workforce Intelligence Network® (Mercer WIN®) is a single-point access to Mercer’s unparalleled survey data and analytics. With Mercer WIN®, you can easily retrieve and synthesise vast amounts of data into usable packets of information relating to compensation and other HR issues. To make key decisions, you no longer need to sift through reams of information stored in dozens of locations and formats. Instead, you can access the data and tools you need from a single location.

MERCER WIN® HAS POWERFUL, FLEXIBLE FEATURES THAT ENABLE YOU TO:

- Access information readily and quickly via its easy-to-use, simple, and clear navigation functions.
- Retrieve and compare data within and across industries, regions, and countries simultaneously.
- Produce multi-market refinements in one view.
- Analyse and compare structure to market by job, family, career level, and position class.
- Generate customised charts, graphs, and reports at the click of a button.
- Share reports and analysis in real time over the network.

MERCER WIN® SCREENSHOTS

www.imercer.com/win
SAY HELLO TO THE BRAND NEW MERCER JOB LIBRARY

Integration with the new Mercer Job Library – a comprehensive job catalog for Mercer compensation and benefits surveys providing one global job catalog and job analysis approach. This cohesive job catalog provides more data with less guesswork, enhanced job content, intuitive results analysis, consistent data collection, and more!

MORE DATA, LESS GUESSWORK
Getting the right market compensation data for comparison to your jobs is painless with more data and new job combinations for more choices to reflect changing labor markets. Mercer serves up relevant alternatives for your consideration – removing the guesswork!

ENHANCED JOB CONTENT
Improved job descriptions, recognizable job codes, and better cross-market comparisons.

INTUITIVE RESULTS ANALYSIS
Mercer WIN® enhancements make analysis more intuitive, including browser-like filters and helpful hints throughout.

EVEN MORE RELEVANT DATA
With new aggregated roll-ups, relationships between jobs becomes clearer – with data that best reflects your jobs and labor markets. From deeply specialized industry roles to combinations of related jobs within the broader talent pool, analyze competitive compensation industry levels, across related industries, or across an entire labor market.

Learn more: www.imercer.com/mercerjoblibrary
FURTHER INFORMATION AND ENROLMENT

Visit www.imercer.com/pefs to view the following:

- List of survey roles.
- Last year’s list of participants.
- Pricing details.
- Participant-only survey conditions.
- Survey schedule.
- Mercer WIN® demo.
- Executive remuneration consultants’ contact details.

OTHER RELEVANT MERCER SURVEYS
MERCER EXECUTIVE REMUNERATION GUIDES

The MERG surveys are available in 11 countries across Europe and provide:

- Detailed total remuneration analysis for up to 2,000 benchmark top executive cross-industry positions from leading organisations in Europe.
- A PDF or Excel report for each country, providing actual data, regressed data and trends on executive remuneration (policy, bonus, long-term incentives and benefits).
- The ability to customise results with Mercer new online tool, Mercer WIN® by group/subsidiary, country/regional global, industry, size, level in organisation, etc.

WESTERN EUROPEAN MERG

As organizations move from local peer groups to European peer groups for benchmarking executives, Mercer has developed a Western European executive remuneration survey, with more than 400 of Europe’s largest organizations.

This database can be customised to provide regional data:

- By industry: consumer goods, durable, energy, finance/banking, insurance, non-durable goods, retail/wholesale, services.
- By size: assets, employee numbers, Position Class, revenue.
- By scope of the role: geographic responsibility, level in organization, executive board membership.
- By specific peer groups of named organizations from the database (minimum 10 organizations).

WESTERN EUROPEAN MERG GEOGRAPHIC ZONES

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For further information on our European databases, please visit www.imercer.com/merg.
Mercer is a global consulting leader in talent, health, retirement, and investments.

Mercer helps clients around the world advance the health, wealth, and performance of their most vital asset — their people. Mercer’s 20,500+ employees are based in more than 40 countries, and we operate in more than 140 countries. Mercer is a wholly owned subsidiary of Marsh & McLennan Companies (NYSE: MMC), a global team of professional services companies offering clients advice and solutions in the areas of risk, strategy, and human capital.