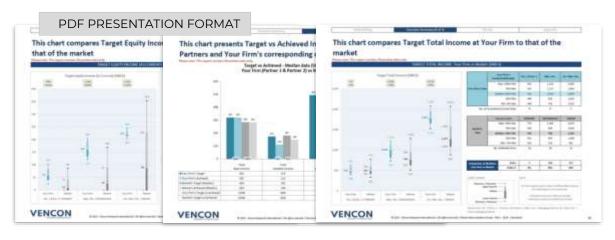
VENCON RESEARCH INTERNATIONAL

2025:

PARTNER REMUNERATION SURVEY PART I (REMUNERATION DATA) SAMPLE SURVEY QUICK GUIDE

FILENAMES Partner-Survey_1-Remuneration-Data.xlsx Partner-Survey_1-Remuneration-Data.pdf COUNTRY MARKET "Greenland" TYPES OF FIRMS INCLUDED All Firm Types (ACFs, ITFs, OPFs, and SCFs) NUMBER OF FIRMS INCLUDED 16 Market Firms





DATA SHEETS

DATA SHEETS CONTENT OVERVIEW

1. Tabs in the Data Sheets

Every Partner Remuneration Survey – Part I produced by Vencon Research is accompanied by a set of Microsoft Excel-based Worksheets ('Data Tables') including the survey's background data and further tools for analysis.

General Info Firm Type Overview Firm Criteria Overview

• Three introductory tabs include information on the report type, basic descriptions of Vencon's generic remuneration components, and details on the participants list.

Your Firm's Job Matching

Your Firm's Component Matching

• The next two tabs include **Your Firm's level/sublevel matching** to Vencon's generic level structure and **Your Firm's component matching** to Vencon's generic components.

Summary Dashboard

• The above tabs are followed by the **Summary Dashboard**. This tab provides an interactive overview of the aggregated component income data contained in the report.

PRIMARY Target EXPERIENCED Target SENIOR Target

• The next three tabs make up one half of the **main data tables** of the report. These three tabs present **Target Income data** for Vencon's three generic Partner levels.

PRIMARY Achieved EXPERIENCED Achieved SENIOR Achieved

• The next three tabs make up the second half of the **main data tables** of the report. These three tabs present **Achieved Income data** for Vencon's three generic Partner levels.

Frequently Asked Questions

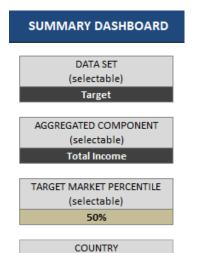
• The final tab provides answers to 30+ frequently asked questions covering topics including general methodology, conditional formatting, market percentiles, and Variable Income.



2. Dashboard Layout

The Summary Dashboard tab allows for a one-stop perusal of key income data included in the report, allowing you to quickly access specific data sets from the report with customisable controls.

2.1. Dashboard Controls



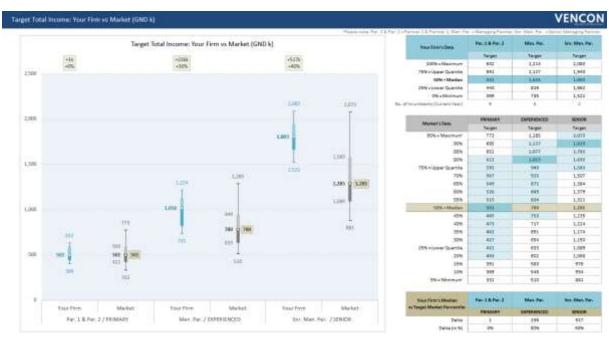
By selecting from each of the parameters available in the Dashboard you are able to select data accordingly.

The following selections can be made:

- Data Set, i.e., Target or Achieved data set.
- Aggregated Component, i.e.:
 - Total Base Income
 - Total Variable Income
 - Total Current Income
 - Total Deferred Income
 - Total Income
- Target Market Percentile

2.2. Dashboard Data Viewer

Greenland



Once a selection is made using the Dashboard controls, the corresponding data is displayed in the following graphical and tabular forms within the same tab:

- Graphical representation showing spread of data.
- Numeric percentile differentiated table, with Your Firm and Market data.



3. Worksheet Layout

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On each tab customisable interrelated data-sets are presented:

- **1 Your Firm's Data**: Presents Your Firm's data for each Vencon component and aggregated component; including Maximum, Upper Quartile, Median, Lower Quartile and Minimum.
- **2 Your Firm vs The Market**: The parameters of comparison and compa-ratio are shown here and can be customised. By default, Your Firm's median is compared against the 50th market percentile (market median). The Target Market Percentile can be adjusted to any percentile (in 5% increments).
- **3 Market Percentile Analyses**: The table provides detailed percentile analyses of the market data. Each column is its own percentile analysis, e.g. the market data for Basic Income is analysed and presented separate to the analysis and presentation of Allowances/Benefit Income data.
- **4 Highlighting of Your Firm's Positioning:** The percentile analyses of the market data are highlighted to indicate Your Firm's positioning. The range of Your Firm's corresponding data is highlighted in light blue. The closest market percentile to Your Firm's corresponding median is highlighted in a darker blue.
- **5 Market Statistics**: The table provides statistical analyses of the market data; including major percentiles, Mean, Midpoint, Standard Deviation, and Range Spread.



PDF CONTENT OVERVIEW

Discover valuable insights beyond the Excel sheets with our accompanying PDF. This resource provides charts beyond the Excel's Summary Dashboard dynamic contents. In addition, the PDF provides relevant information relating to methodology.



- Executive Summary - Participants - Target Basic - Target Allowances/Benefits - Target Base - Target Dividend/Interest - Target Equity (as Current) - Target Total Current - Target Equity (as Deferred) - Target Pension - Target Total Deferred - Target Total Income - Achieved Total Income - Target vs Achieved by Level



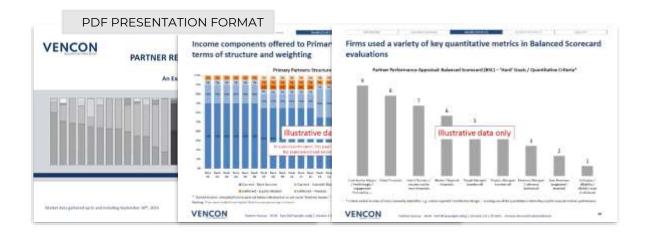


VENCHINTERNATIONAL

2025:

PARTNER REMUNERATION SURVEY PART II (REMUNERATION STRUCTURES) SAMPLE SURVEY QUICK GUIDE

FILENAMES Partner-Survey_2-Remuneration-Structures.pdf COUNTRY MARKET Global (for Part II) TYPES OF FIRMS INCLUDED All Firm Types (ACFs, ITFs, OPFs, and SCFs) NUMBER OF FIRMS INCLUDED 24 Market Firms COUNTRY OR GLOBAL? Global as standard (or country by firm selection)

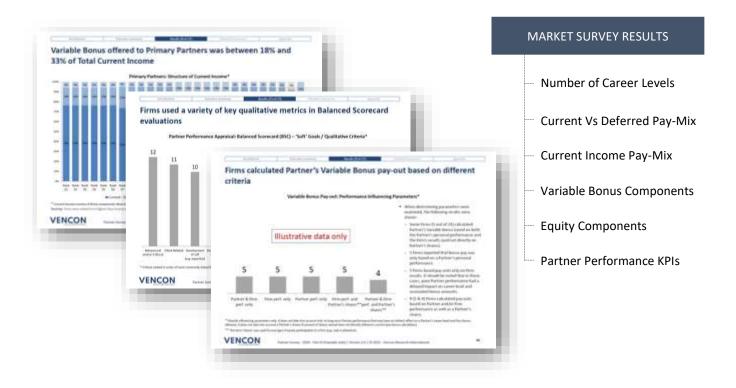




PDF CONTENT OVERVIEW

Part II of the Partner Remuneration Survey allows participating clients to understand the structures behind the numbers in Part I, i.e. the systems of remuneration in place.

Key aspects including career development, career tracks, calculation of Variable Bonus, equity-based components, evaluation procedures and management of poor performance are summarised as well as detailed Firm by Firm.



Detailed Summary per Firm including... Career Development Component Value Factors Base Income Variable Bonus Income Other Variable Income Deferred Income Performance Evaluation Poor Performance

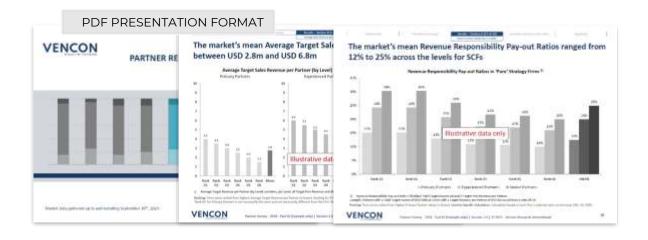


VENCON RESEARCH INTERNATIONAL

2025:

PARTNER REMUNERATION SURVEY PART III (PERFORMANCE FACTORS) SAMPLE SURVEY QUICK GUIDE

DATA OVERVIEW	
FILENAMES	Partner-Survey_3-Performance-Factors.pdf
COUNTRY MARKET	Global (for Part III)
TYPES OF FIRMS INCLUDED	All Firm Types (ACFs, ITFs, OPFs, and SCFs)
NUMBER OF FIRMS INCLUDED	24 Market Firms





PDF CONTENT OVERVIEW

Part III of the Partner Remuneration Survey examines performance factors and other key influencing background parameters such as: Firm Revenue per Partner, Sales Revenue per Partner (by Level), Partners' Target Income with respect to Firm/Sales Revenue, Partner and Incumbent Ratios, Target vs Achieved Income with respect to Total Incumbents, Partner 'At Risk' Income and Average Time of Advancement.



