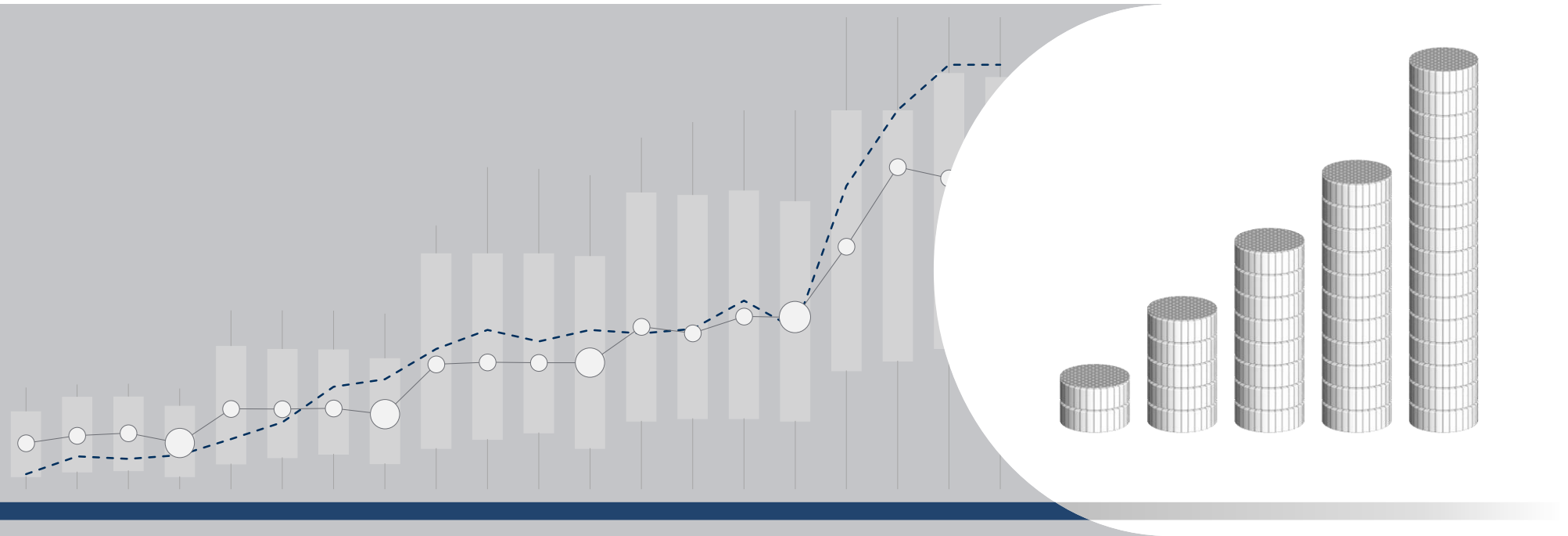


CONSULTANT SALARY SURVEY



GREENLAND

All relevant cities

Consulting Firms
YOUR LINE OF BUSINESS*
Sample Report

*Available Lines of Business

Our reports provide remuneration data specific for **over 40 individual Lines of Business**, allowing you to work with only the most applicable and pertinent data. Major LoBs and sub-lines are listed below.

Please note that the availability of the presented lines of business may vary by country. The selection of available lines of business is dependent on the number and quality of data sets Vencon Research has gathered from clients for the relevant country and line of business.

- **SCF: Strategy Consulting Firms**
- **CON: Management Consulting and Advisory**
 - » OPO: Operations-Based Management Consulting
 - » OPS: Strategy-Oriented Management Consulting
- **ITC: IT Consulting**
 - » ITA: IT Infrastructure/Architecture Consulting
 - » ITH: IT 'Hot Skills'
 - » ITI: IT Implementation/Realisation Consulting
 - » ITR: IT Risk & Cybersecurity Consulting
 - » ITS: IT Strategy Consulting
 - » ITE: IT Enterprise Software Implementation
- **BDA: Big Data and Analytics**
- **DIG: Digital Strategy and Transformation Consulting**
- **AIC: AI Consulting**
- **CFT: Corporate Finance and Transactional Services**
 - » CDD: Commercial Due Diligence
 - » CFA: Corporate Finance and Advisory
 - » RMS: Restructuring & Turnaround Management Services
 - » TAS: Transaction Advisory Service

- **FFR: Forensics, Fraud and Risk Advisory Services**
 - » FOR: Forensics & Fraud Research Investigation
 - » RAS: Risk Advisory Services
- **ECO: Economics Consulting**
- **GOV: Government and Public Services Consulting**
- **EES: Energy, Environment, Sustainability Consulting**
- **HRC: Human Resources Consulting**
- **LCG: Legal Consulting Services**
- **RES: Research Services**
- **ACT: Actuarial Consulting Services**
- **AAS: Audit and Assurance Services**
 - » ASC: Assurance Service and Controls
 - » AUD: Audit Services
- **TAC: Tax Consulting**
 - » TAX: Tax Advisory Services
 - » TTP: Transfer Tax/Pricing
- **BPO: Business Process Outsourcing Services**
 - » CSS: Corporate Secretarial Services
 - » HRA: Human Resources Administration and Payroll Services
 - » OAS: Outsourced Accounting Services
 - » OIT: Outsourced IT Services
 - » PRO: Procurement Services

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Vencon Research at a glance

3 research offices operate in

- Germany
- the UK
- Switzerland

+75 consulting geographies surveyed

90% repeat business ratio

North America

Canada Mexico
United States

Western Europe

Austria	Germany	Netherlands	Switzerland
Belgium	Greece	Norway	United Kingdom
Denmark	Ireland	Portugal	
Finland	Italy	Spain	
France	Luxemburg	Sweden	

Central/Eastern Europe

Bulgaria	Romania
Croatia	Russia
Czech Republic	Slovakia
Hungary	Slovenia
Latvia	Ukraine
Poland	

South America

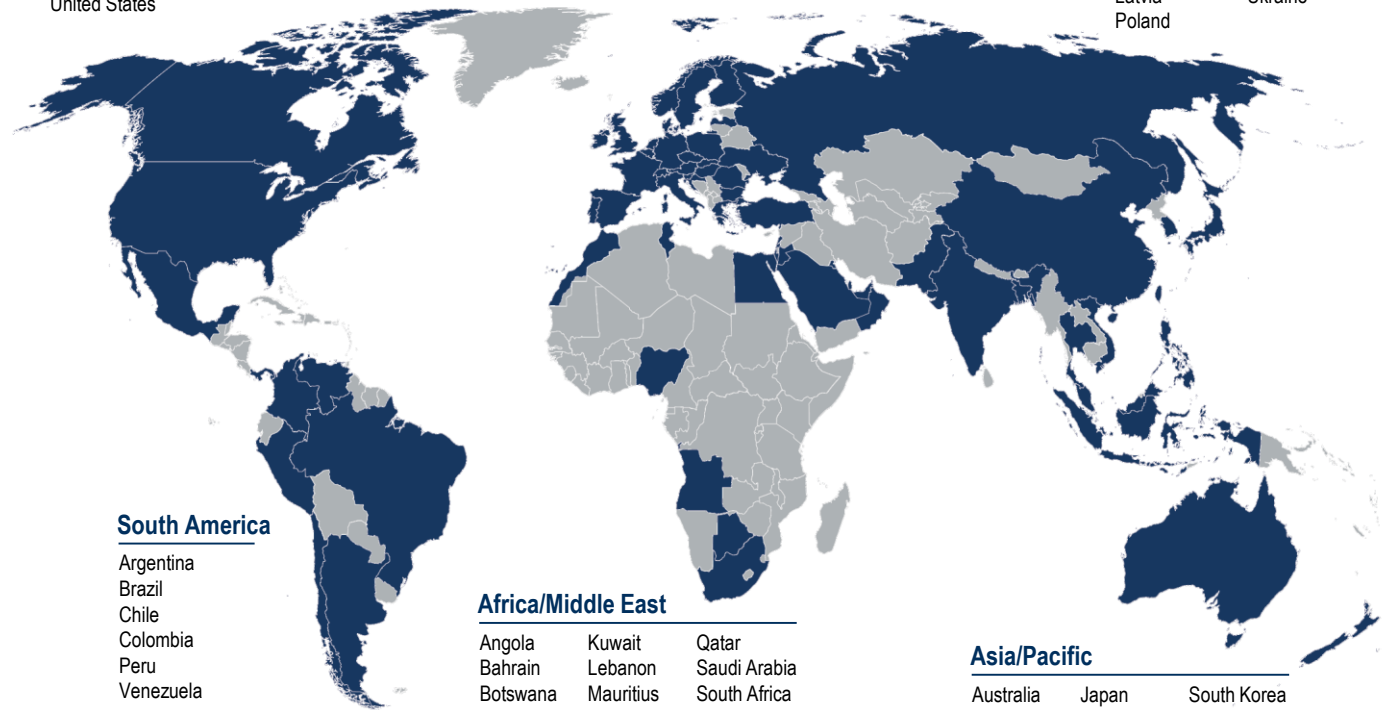
Argentina
Brazil
Chile
Colombia
Peru
Venezuela

Africa/Middle East

Angola	Kuwait	Qatar
Bahrain	Lebanon	Saudi Arabia
Botswana	Mauritius	South Africa
Egypt	Morocco	Tunisia
Israel	Nigeria	Turkey
Jordan	Oman	UAE

Asia/Pacific

Australia	Japan	South Korea
Bangladesh	Malaysia	Taiwan
China	New Zealand	Thailand
Hong Kong	Pakistan	Vietnam
India	Philippines	
Indonesia	Singapore	



Welcome to the presentation format of our salary survey report



This document accompanies the Excel based Salary Survey results in presentation format.

Alongside an **INTRODUCTION** of the survey results, it presents a detailed overview of the **Market statistics**.

Also presented are **Additional career issues**, a resource not included in the Excel results. This valuable data outlines participating firm’s policies on starting salaries, internships, career length, overtime and other essential employment practices.



Report Scope

Type	Line of business
Consulting Firms	Your Line of Business
Period	Market
2025	Greenland Currency: GND
Firms included in analysis	Number of incumbents
19 	5067 
Target Market Percentile (TMP)	Dates of reference
50th	Data gathered up to: 31 Dec 2025 Fx Rate Date: 30 Sep 2025

Page reference

[illegible]

Country labour statistics at a glance

GREENLAND



CAPITAL: Nuuk

CURRENCY: GND

LANGUAGE: Greenlandic
Danish

Labour, Employment, and Education indicators

POPULATION

56.4k
(2021)

202nd
world rank

US
(3rd)
335m

China
(1st)
1.4bn

LABOUR FORCE

31k

56%
of population



LABOUR FORCE BY GENDER



47%
of total
labour force



53%
of total
labour force

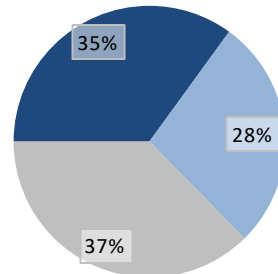
UNEMPLOYMENT

0k

0.1%
of labour force



EMPLOYMENT BY SECTOR



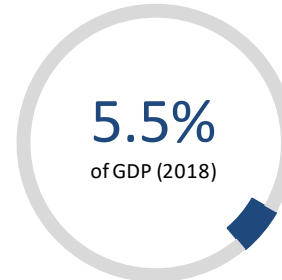
■ Services ■ Industry ■ Agriculture

EDUCATION SPENDING

5.5%
of GDP (2018)

5.0%
OECD avg (2015)

4.8%
G20 avg (2017)

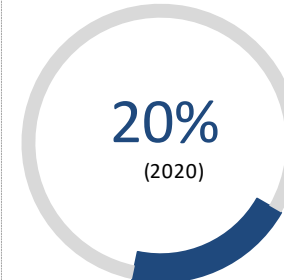


TERTIARY EDUCATION ENROLMENT

20%
(2020)

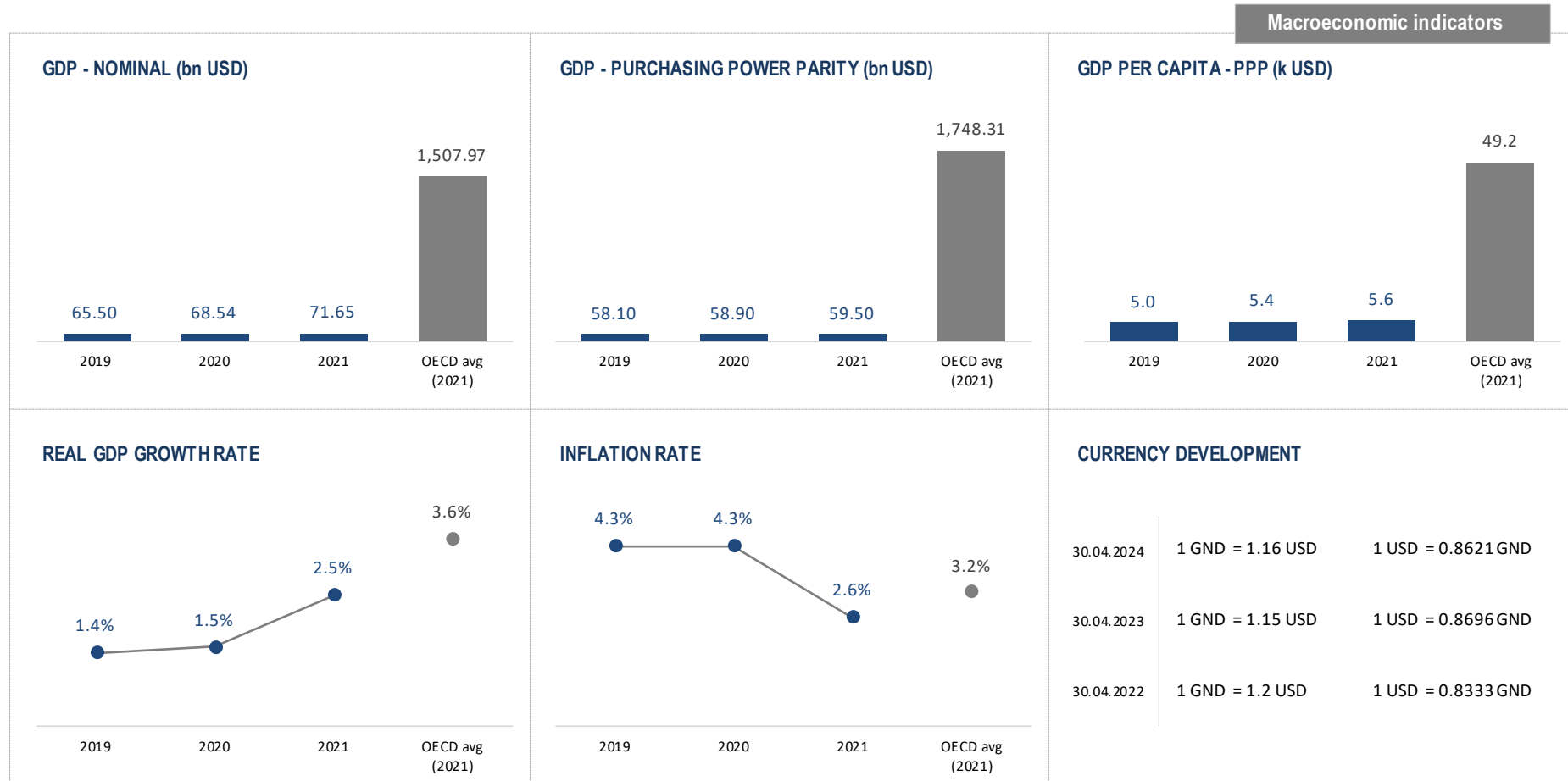
74%
OECD avg (2017)

66%
G20 avg (2017)



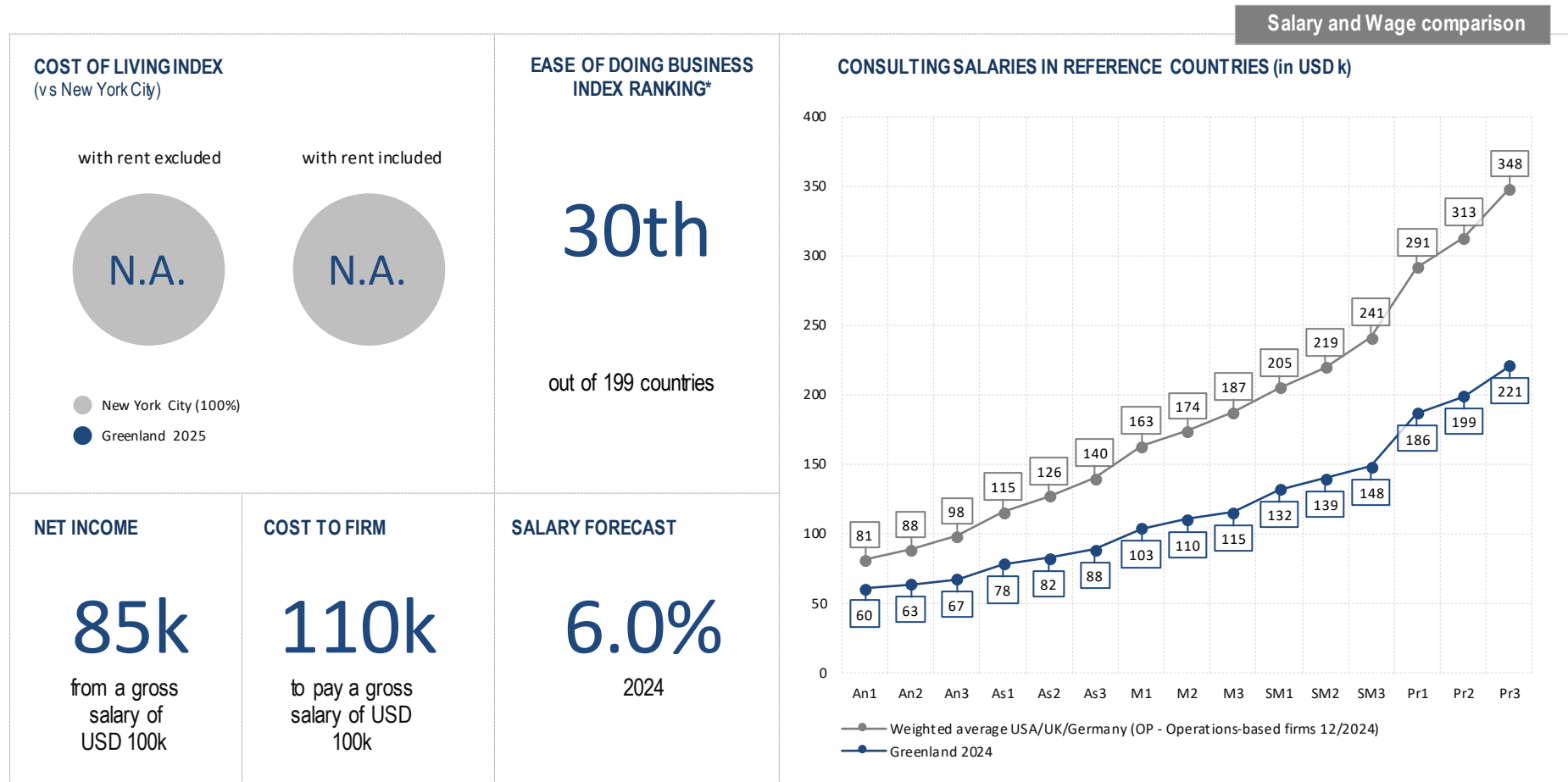
Source: World Bank; OECD; ILO.

Country economic indicators at a glance



Source: World Bank; OECD; ILO; www.oanda.com.

Consulting costs in Greenland equalled 65% of those in Vencon Research's reference locations



Source: UBS Prices & Earnings Survey; KPMG's Individual Income Tax and Social Security Rate Survey; Vencon Research International

*The "ease of doing business index" gauges a country's business-friendliness through evaluating regulatory efficiency and legal effectiveness.

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The survey presents data from the following firms

Delta Group

Alpha Consulting

Beta Partners

Chi Consulting Group

Epsilon & Co.

Gamma Associates

Iota Advisors

Kappa Company

Lambda Holdings

Nano Inc.

Nu Collaborative

Omega Solutions

Omicron Solutions

Phi Enterprises

Pi Ventures

Psi Innovation

Rho Resources

Theta Innovations

Upsilon Partners

Xi Strategies

- The participating firms have been arranged in alphabetical order, however the order of the firms in the data tables to follow is random and not in alphabetical or rank order.
- If your firm is included in the report, your firm's values will be displayed at top of the tables and charts to follow (all other participating firms appear in alphabetical order).
- In order to preserve anonymity, participating firm names will only be disclosed when a minimum of 6 firms (including your firm, 5 without) are included in the survey (firms are then referred to as "Firm 1", "Firm 2", etc.).

The firms have been arranged in alphabetical order. If your firm is included in the report, your firm's name will be displayed at top of the chart.

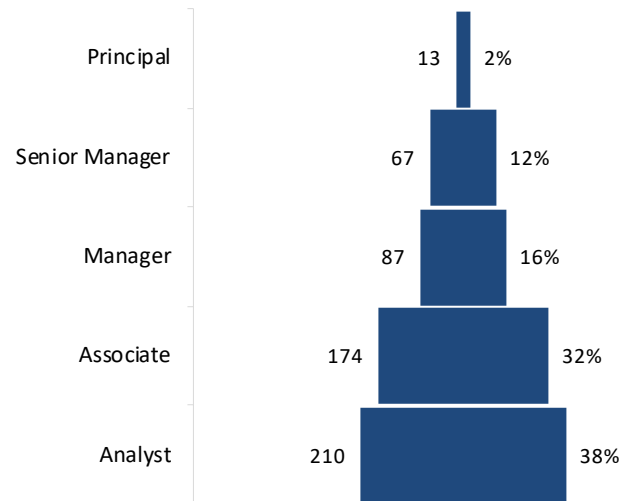
Each firm has its own specific definitions for job titles, which are matched to Vencon Research's generic job titles

	Analyst(An)			Associate (As)			Manager(M)			Senior Manager (SM)			Principal (Pr)		
	An1	An2	An3	As1	As2	As3	M1	M2	M3	SM1	SM2	SM3	Pr1	Pr2	Pr3
Delta Group	Consultant			Snr Consultant		Project Leader	Project Manager			Principal Consultant			Principal		
Alpha Consulting	(Business) Analyst			Consultant			Manager			Snr Manager			Snr Executive Level 4		
Beta Partners	(Business) Analyst			Associate			Manager			Snr Manager			Consulting Director		
Chi Consulting Group	Jnr Consul- tant	Consultant		Snr Consultant		Snr Expert	Manager			Snr Manager			Associate Partner		
Epsilon & Co.	Consultant (Entry Level)			Snr Consultant			Manager			Snr Manager			Director		
Gamma Associates	Business Analyst		Consul- tant	Snr Consultant			Managing Consultant			Snr Manager			Director		
Iota Advisors	Business Analyst	Consultant		Snr Consultant			Manager			Snr Manager			Director		
Kappa Company	Staff / Assistant			Snr			Executive Advisor / Manager			Principal Advisor / Snr Manager			Executive Director		
Lambda Holdings	Analyst			Consultant		Snr Consul- tant	Principal Consultant			Managing Consultant			Practice Leader		
Nano Inc.	Analyst	(Senior) Analyst		Managing Associate			Project Manager			Snr Manager			Consulting Director		
Nu Collaborative	Analyst		Associate Consul- tant	Consultant		Snr Consul- tant	Group Manager			Snr Manager			Principal		Snr Principal
Omega Solutions	Analyst			Consultant			Snr Consultant			Principal			Snr Principal		
Omicron Solutions	Consultant			Snr Consultant			Manager			Snr Manager			Director		
Phi Enterprises	Associate	Consultant		Snr Consultant			Manager			Snr Manager			Director		Snr Director
Pi Ventures	Associate			Snr Associate			Manager			Snr Manager			Director		
Psi Innovation	Consultant		Snr Consul- tant	Associate			Case Manager			Snr Manager			Director		Snr Director
Rho Resources	Jnr Consul- tant	Consultant		Snr Consultant			Manager			Snr Manager			Principal		
Theta Innovations	Consultant			Snr Consultant			Manager			Snr Manager			Principal		
Upsilon Partners	Analyst		Snr Analyst	Consultant		Snr Consul- tant	Manager			Director			Snr Director		
Xi Strategies	Jnr Consultant		Consul- tant	Snr Consultant		Team Lead	Manager			Snr Manager			Director		

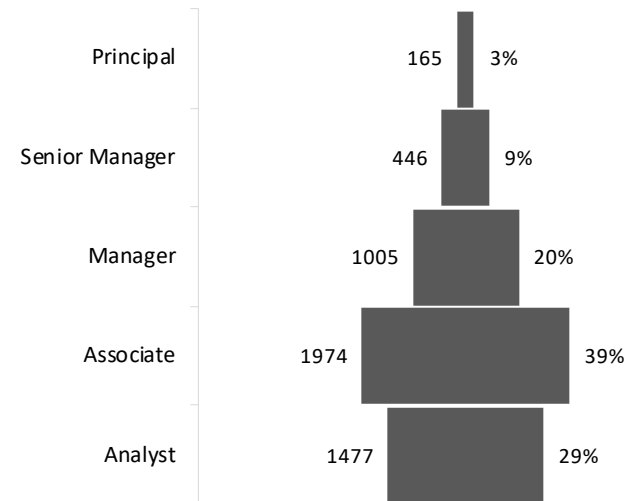
The firms have been arranged in alphabetical order. If your firm is included in the report, your firm's job titles will be displayed at top of the chart.

In 2025, most incumbents in the market were employed at the Associate level (39%)

Number of incumbents in Your Firm: 551

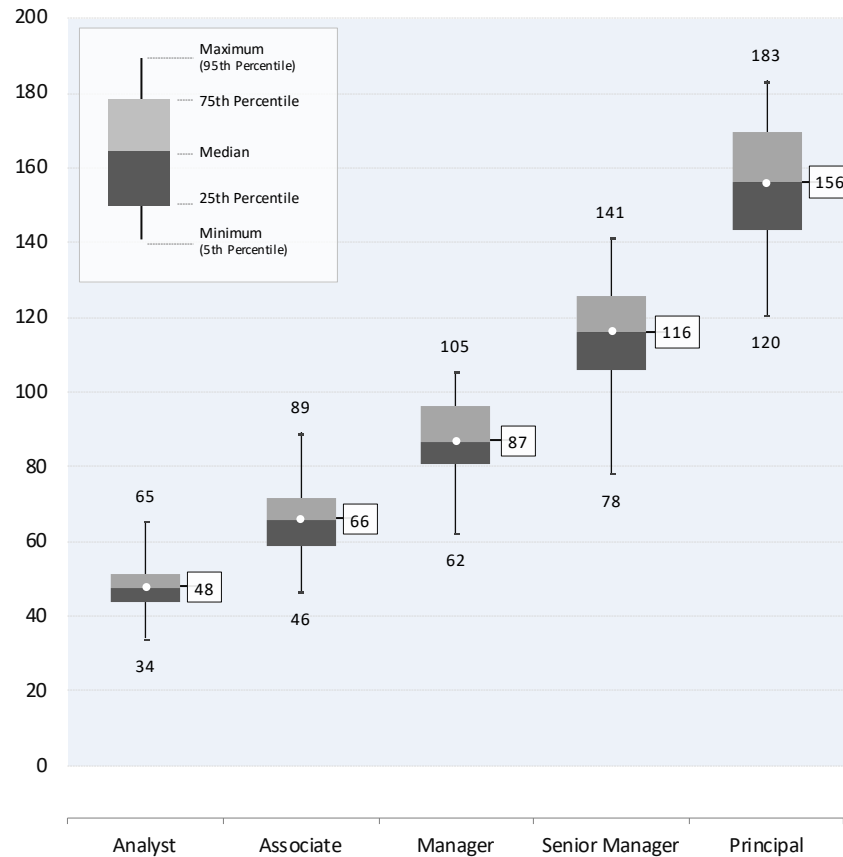


Number of incumbents in the Market: 5067

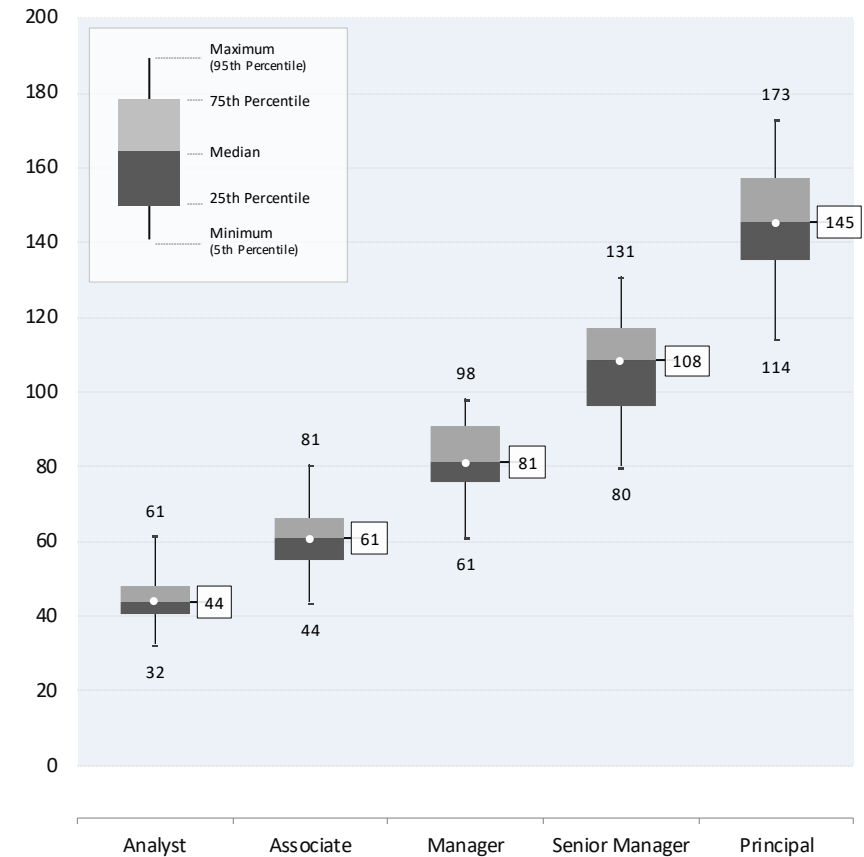


Comparison of current year and previous year Basic Salary across all career levels

Current Year (Target) Basic Salary (in GND k, firm-weighted)

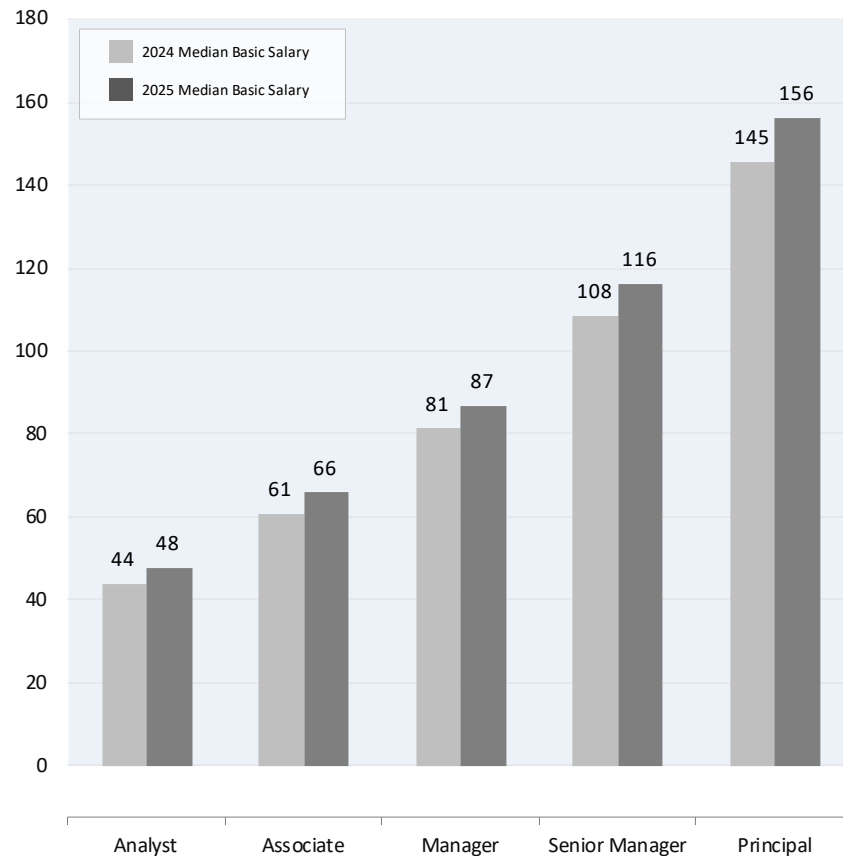


Previous Year (Actual) Basic Salary (in GND k, firm-weighted)



Year-to-year comparison of median Basic Salary across all career levels

2024-2025 Comparison of median Basic Salary (in GND k, firm-weighted)

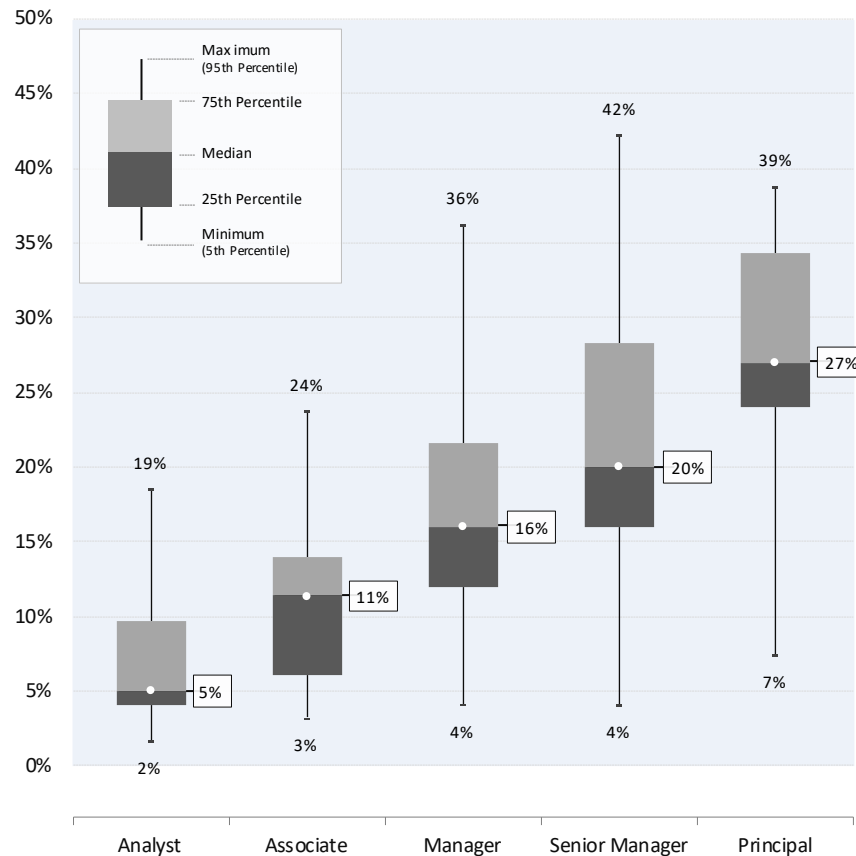


2024-2025 Change in median Basic Salary (in %, firm-weighted)

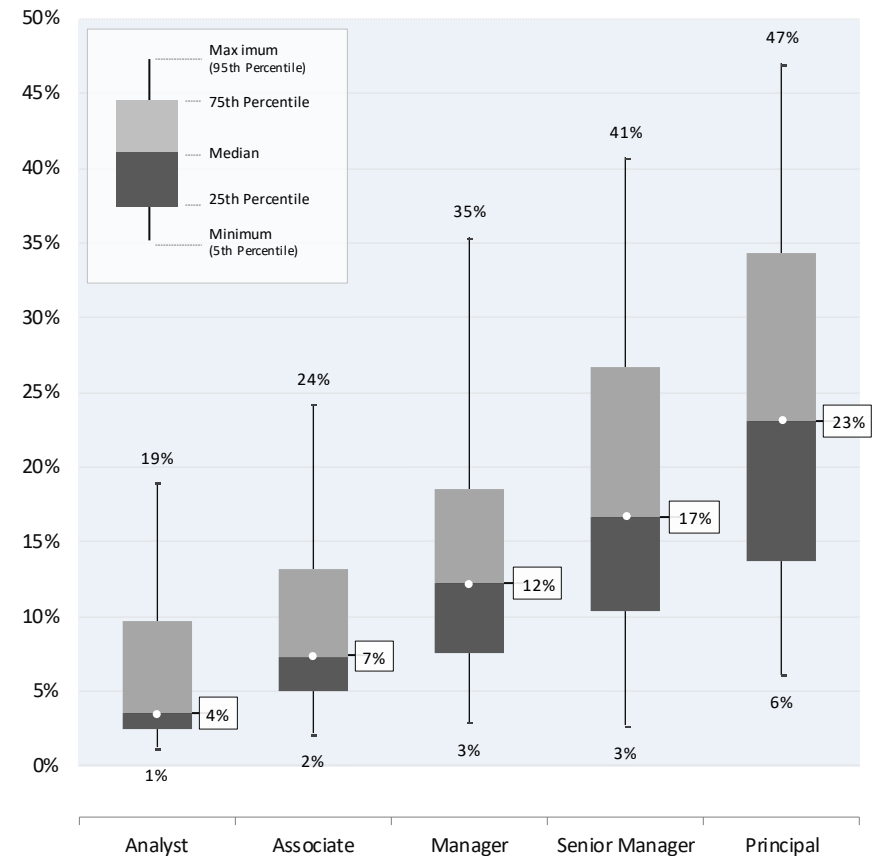


Comparison of current year and previous year Bonuses across all career levels

Current Year (Target) Bonus
(in % of Basic Salary, firm-weighted)

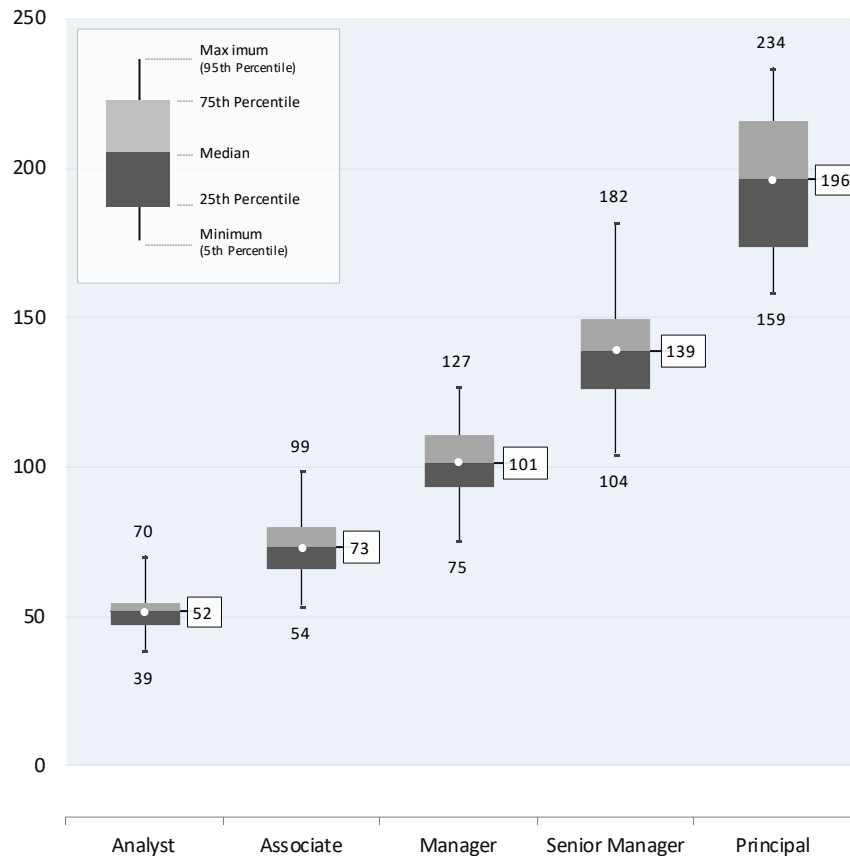


Previous Year (Actual) Bonus
(in % of Basic Salary, firm-weighted)

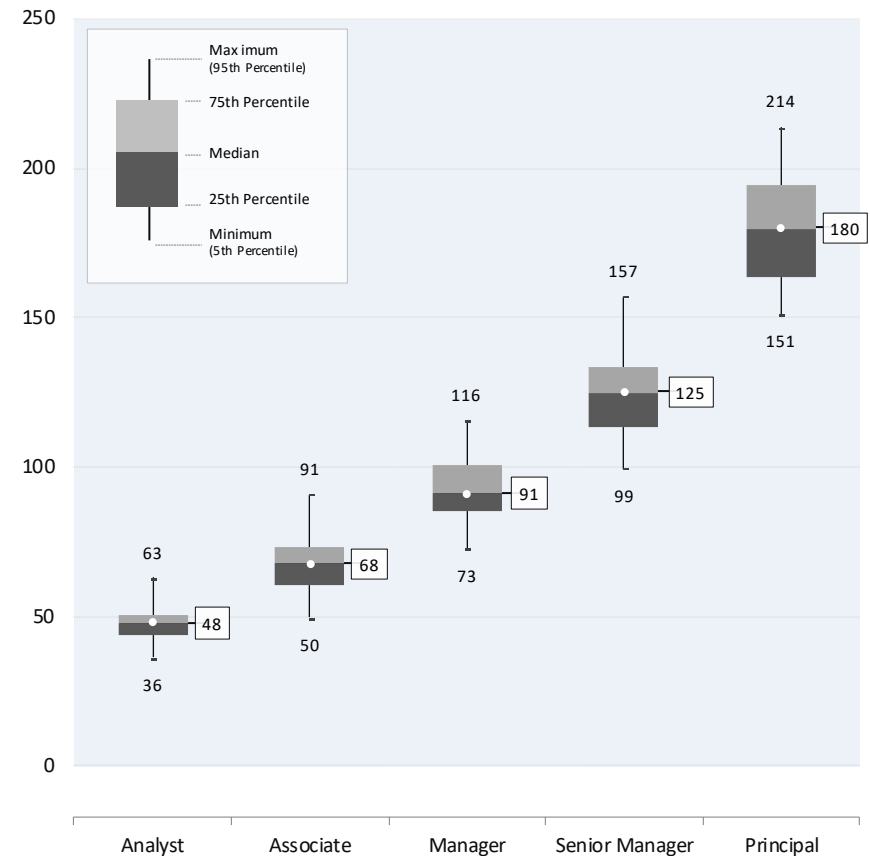


Comparison of current year and previous year Total Cash Compensation across all career levels

Current Year (Target) TCC
(in GND k, firm-weighted)

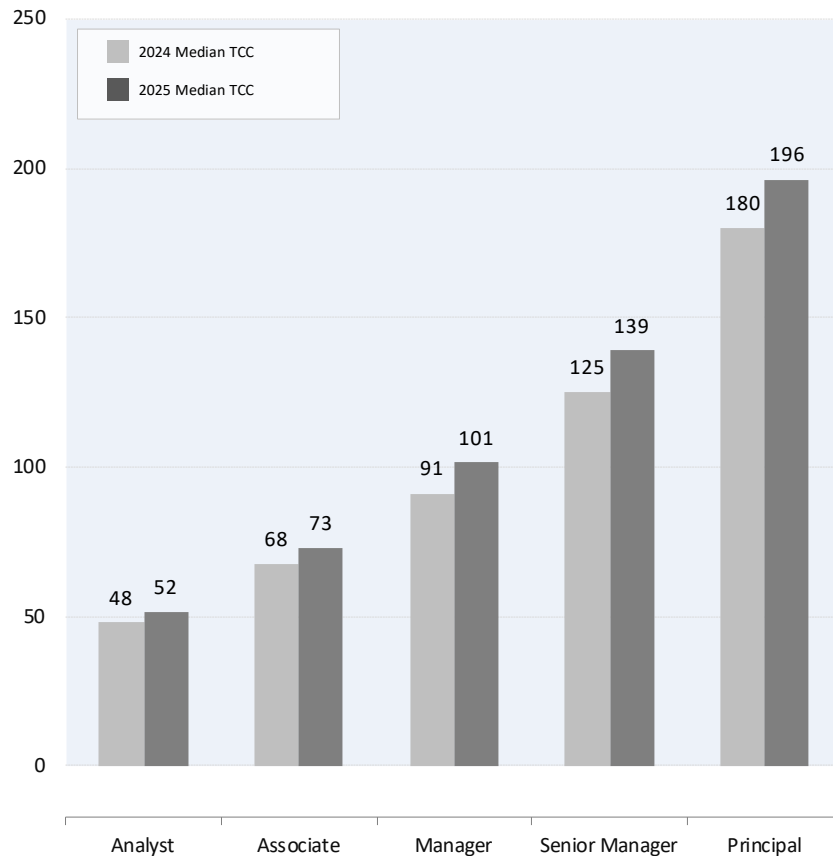


Previous Year (Target) TCC
(in GND k, firm-weighted)

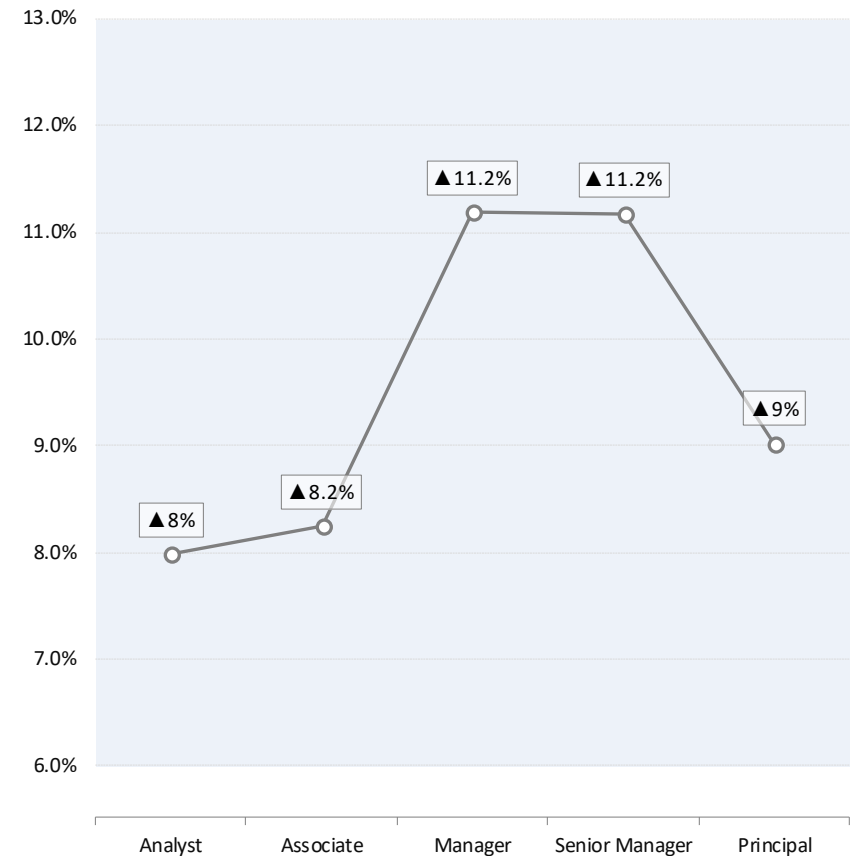


Year-to-year comparison of median Total Cash Compensation across all career levels

2024-2025 Comparison of median TCC (in GND k, firm-weighted)

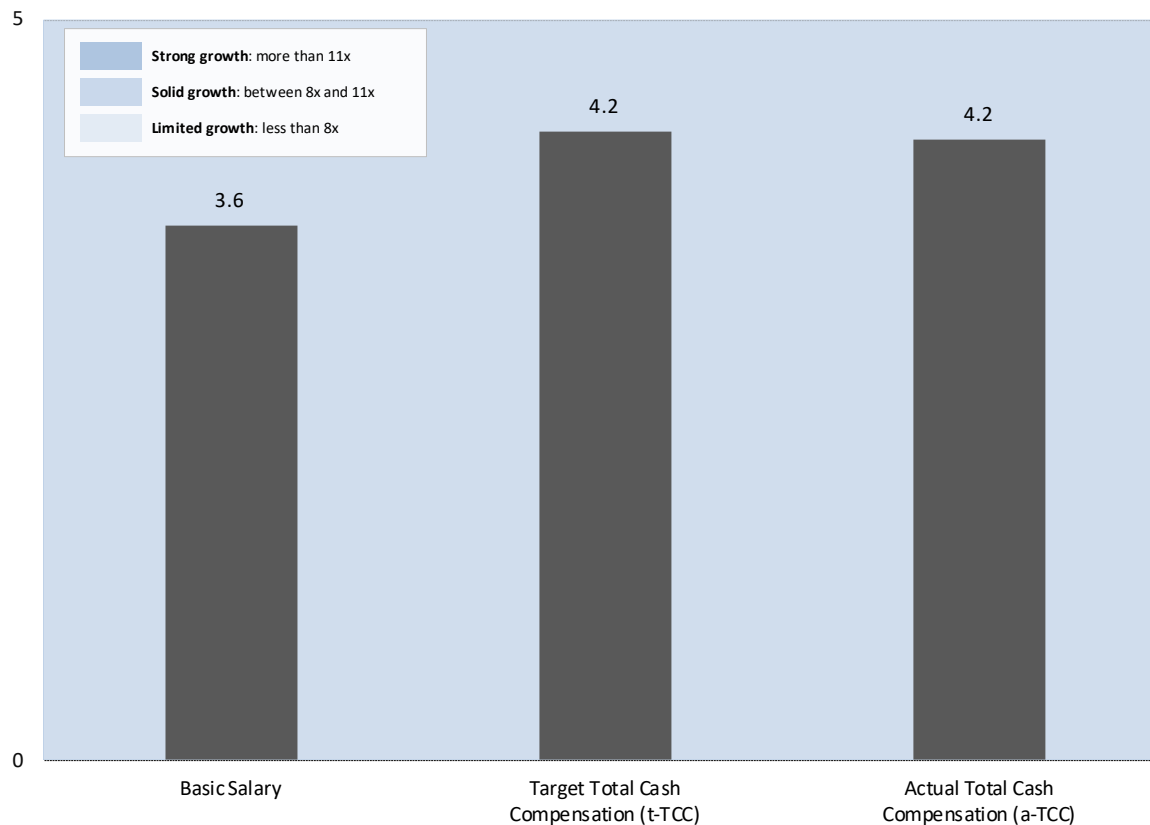


2024-2025 Change in median TCC (in %, firm-weighted)



Basic Salary reported limited growth potential at 3.6x

Growth Factor* of Remuneration Components across Career Levels (in times x)

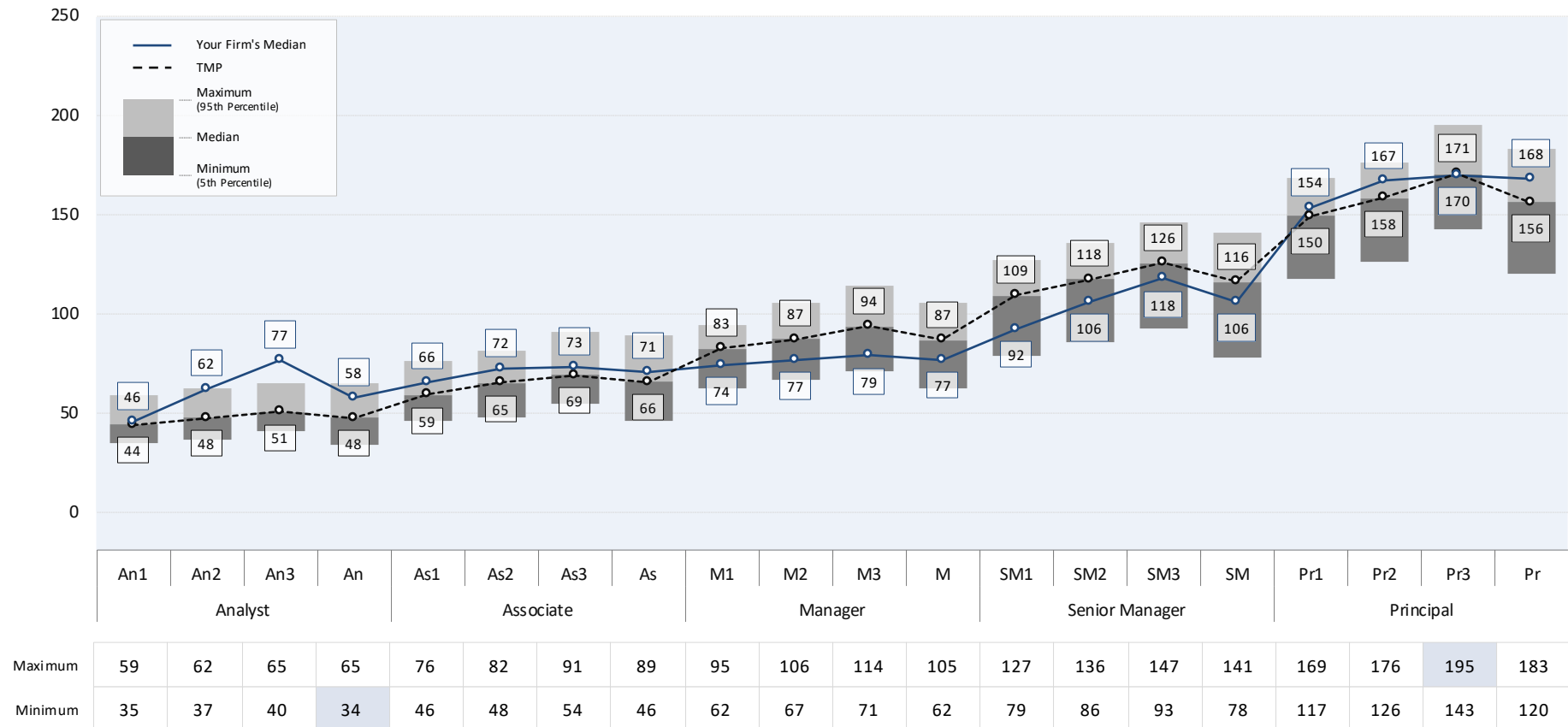


- Basic Salary reported limited growth potential at 3.6x
- t-TCC reported limited growth potential at 4.2x
- a-TCC reported limited growth potential at 4.2x

* Presented as a multiple of the absolute minimum earnings at the lowest (usually An 1) career level to the maximum earnings per career sub-level. A low "Growth Factor" indicates a mature, stable market, whereas a high growth factor suggests e.g. a fast growing and potentially volatile market.

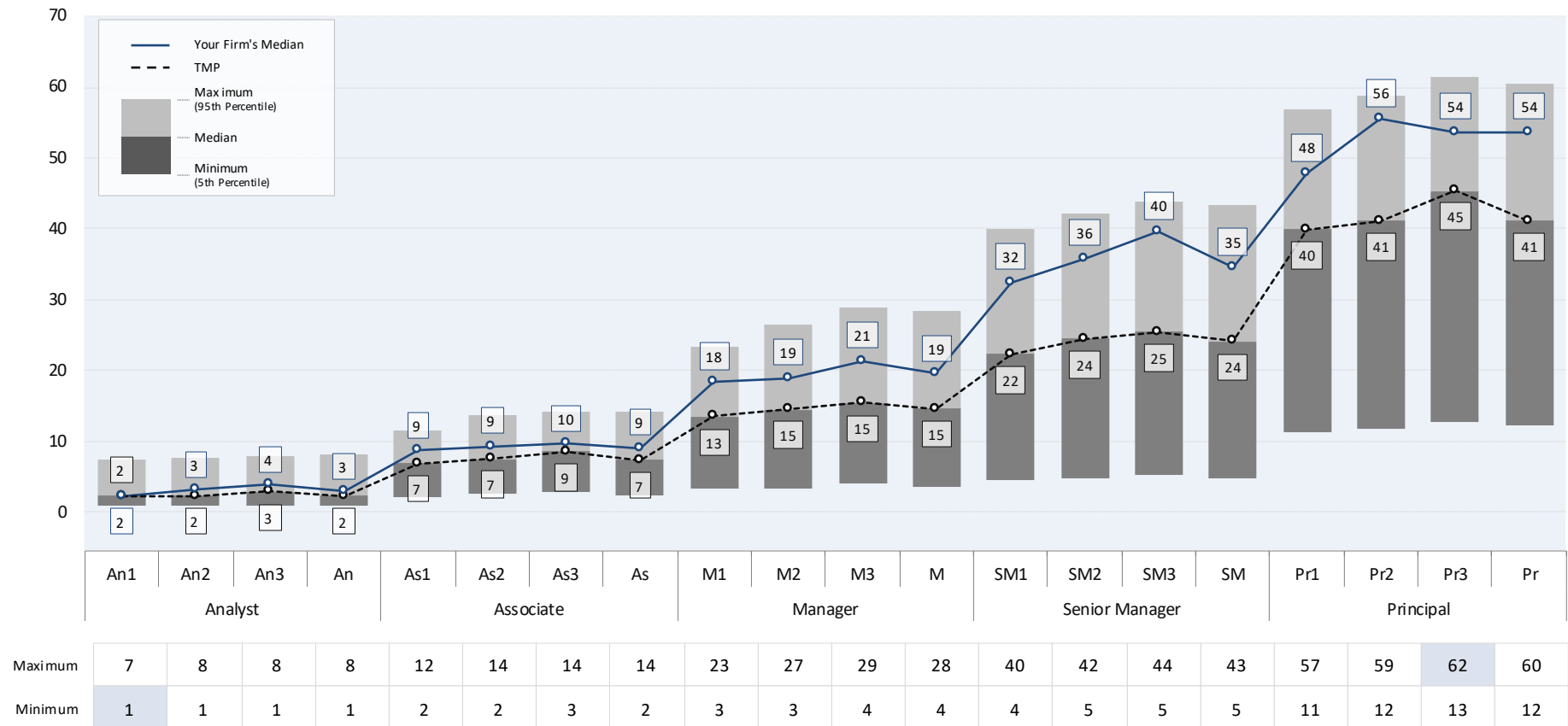
Basic Salary ranged from GND 34k to GND 195k across all levels in the market

2025 Overview of Basic Salary across all levels (in GND k, firm-weighted, rounded and annualised)



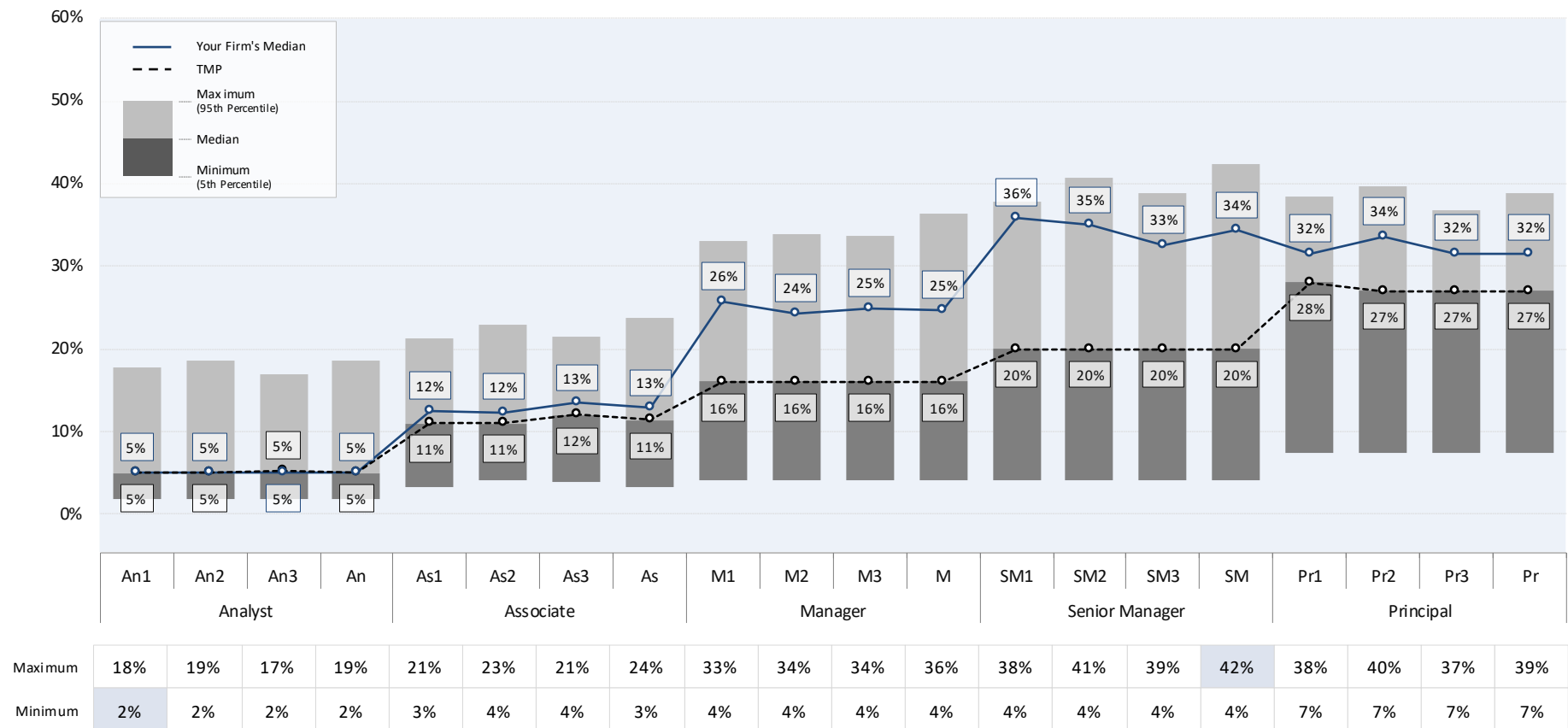
Target Bonus ranged from GND 1k to GND 62k across all levels in the market

2025 Overview of t-Bonus across all levels
(in GND k, firm-weighted, rounded and annualised)



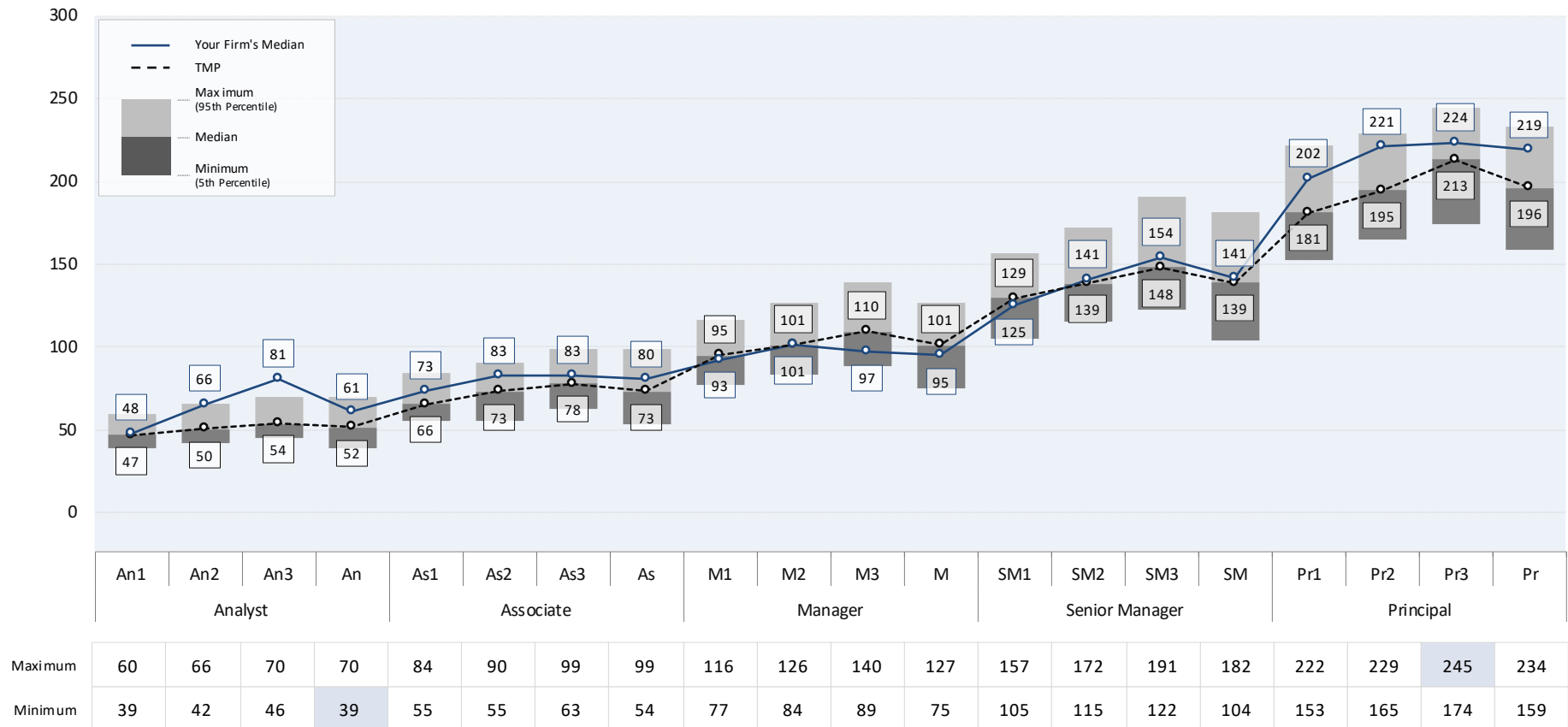
Target Bonus ranged from 2% to 42% across all levels in the market

2025 Overview of t-Bonus across all levels
(in % of Basic Salary, firm-weighted, rounded and annualised)



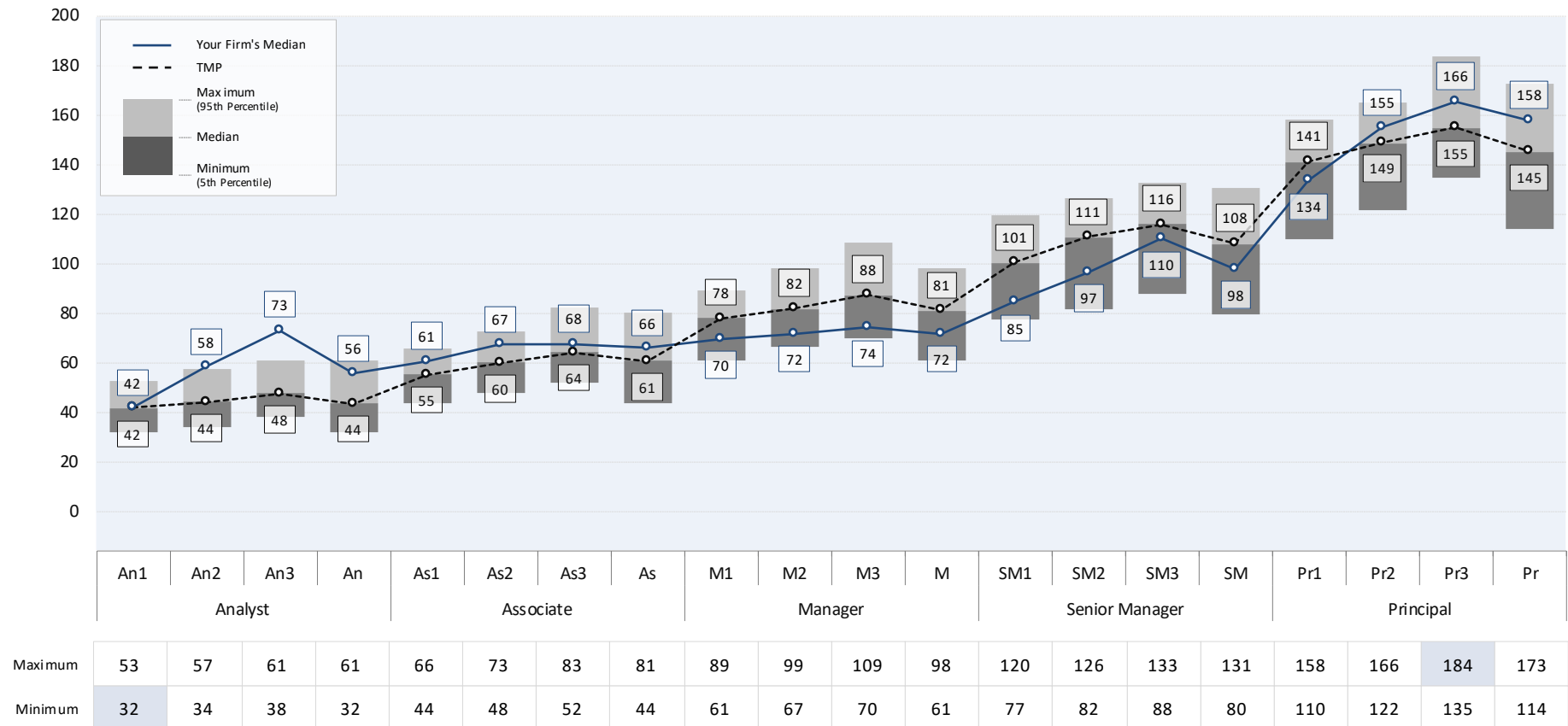
Target Total Cash Compensation ranged from GND 39k to GND 245k across all levels in the market

2025 Overview of t-TCC across all levels
(in GND k, firm-weighted, rounded and annualised)



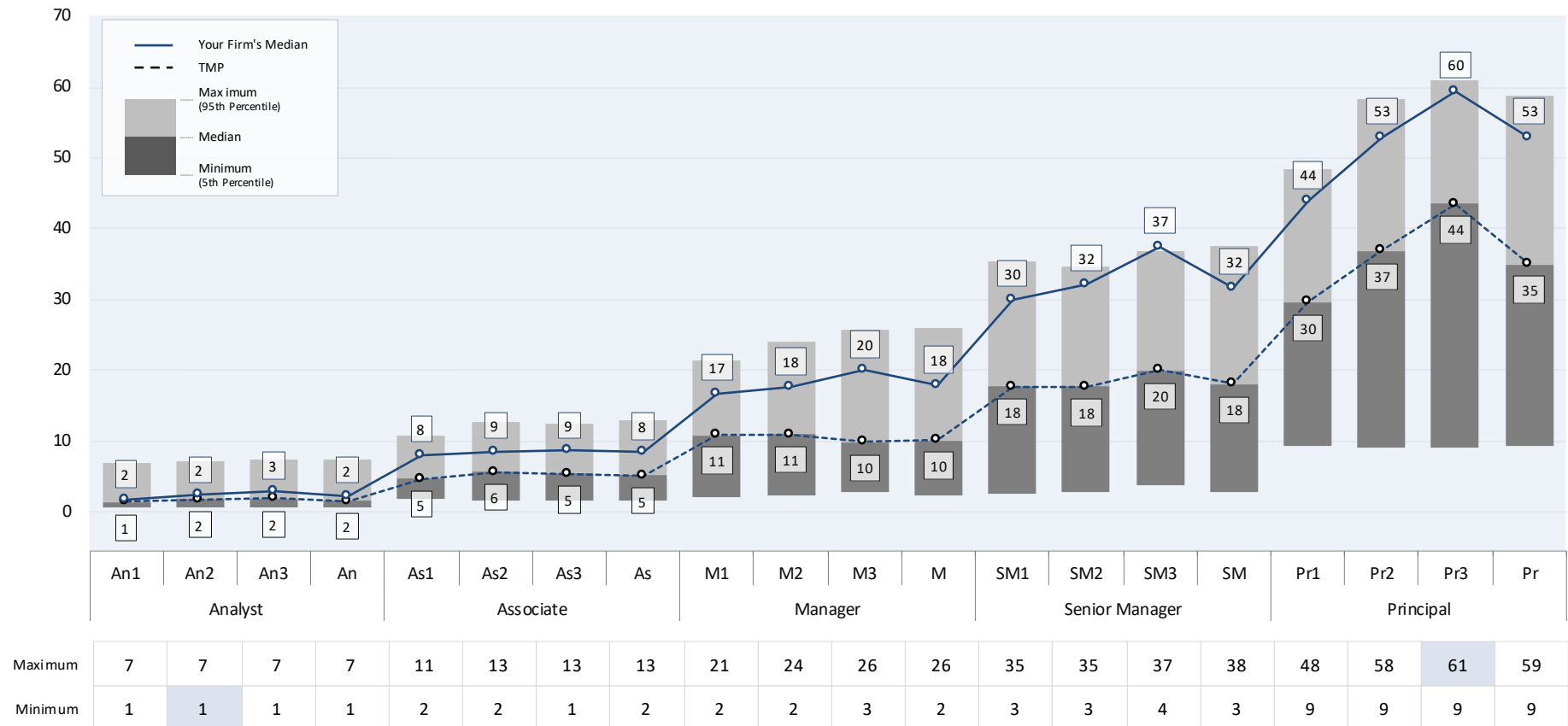
Actual Basic Salary ranged from GND 32k to GND 184k across all levels in the market

2024 Overview of a-Basic Salary across all levels (in GND k, firm-weighted, rounded and annualised)



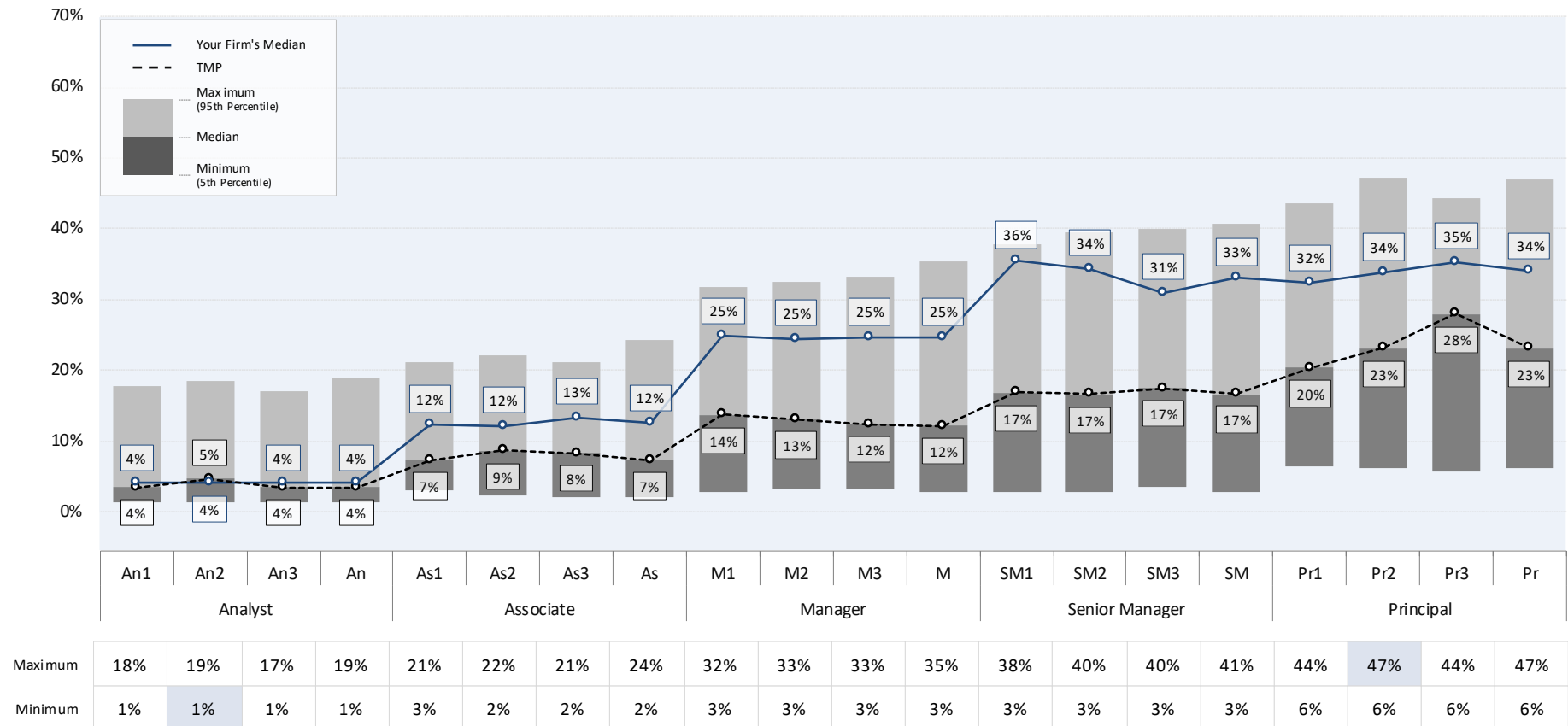
Actual Bonus ranged from GND 1k to GND 61k across all levels in the market

2024 Overview of a-Bonus across all levels (in GND k, firm-weighted, rounded and annualised)



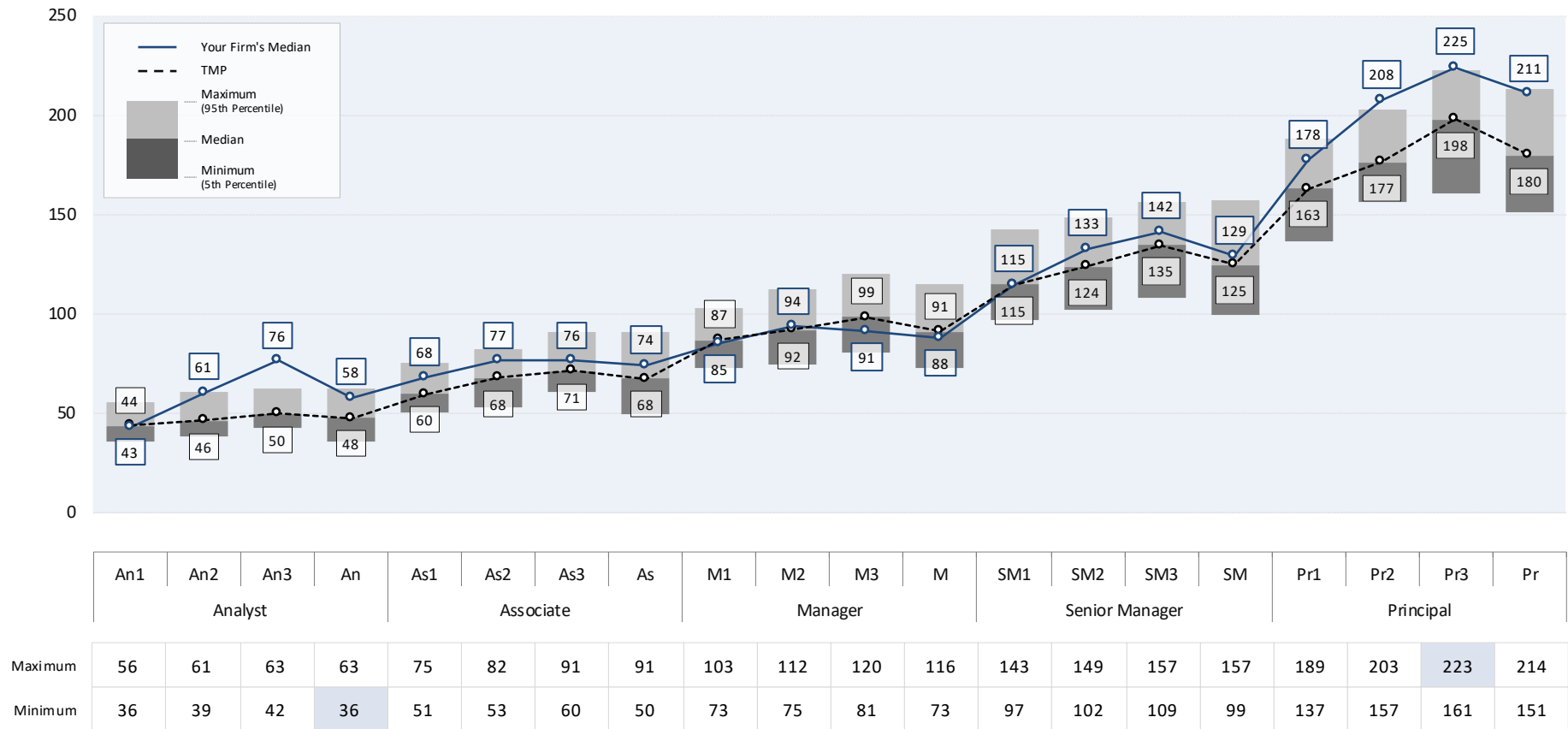
Actual Bonus ranged from 1% to 47% across all levels in the market

2024 Overview of a-Bonus across all levels (in % of Basic Salary, firm-weighted, rounded and annualised)

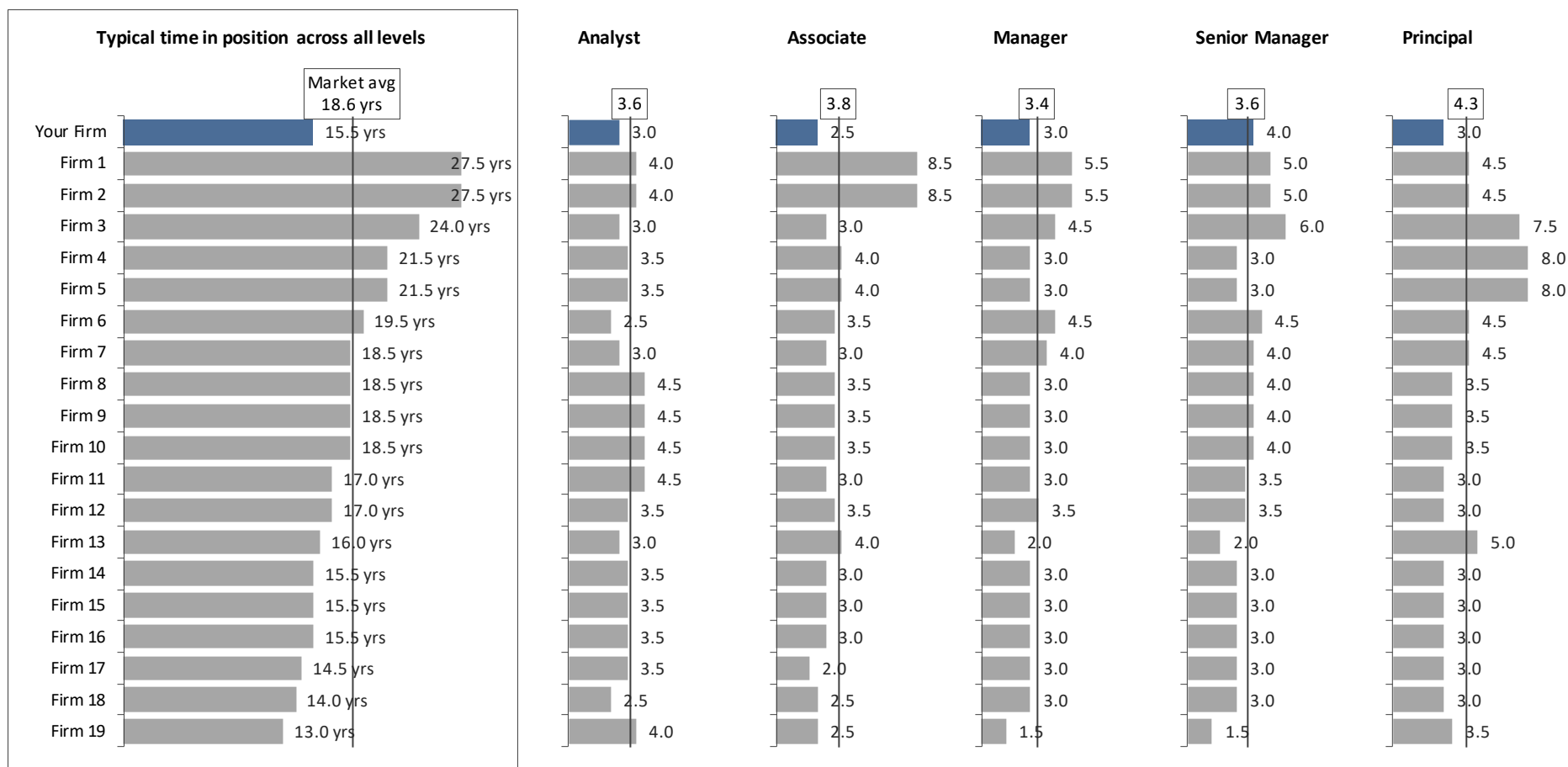


Actual Total Cash Compensation ranged from GND 36k to GND 223k across all levels in the market

2024 Overview of a-TCC across all levels
(in GND k, firm-weighted, rounded and annualised)

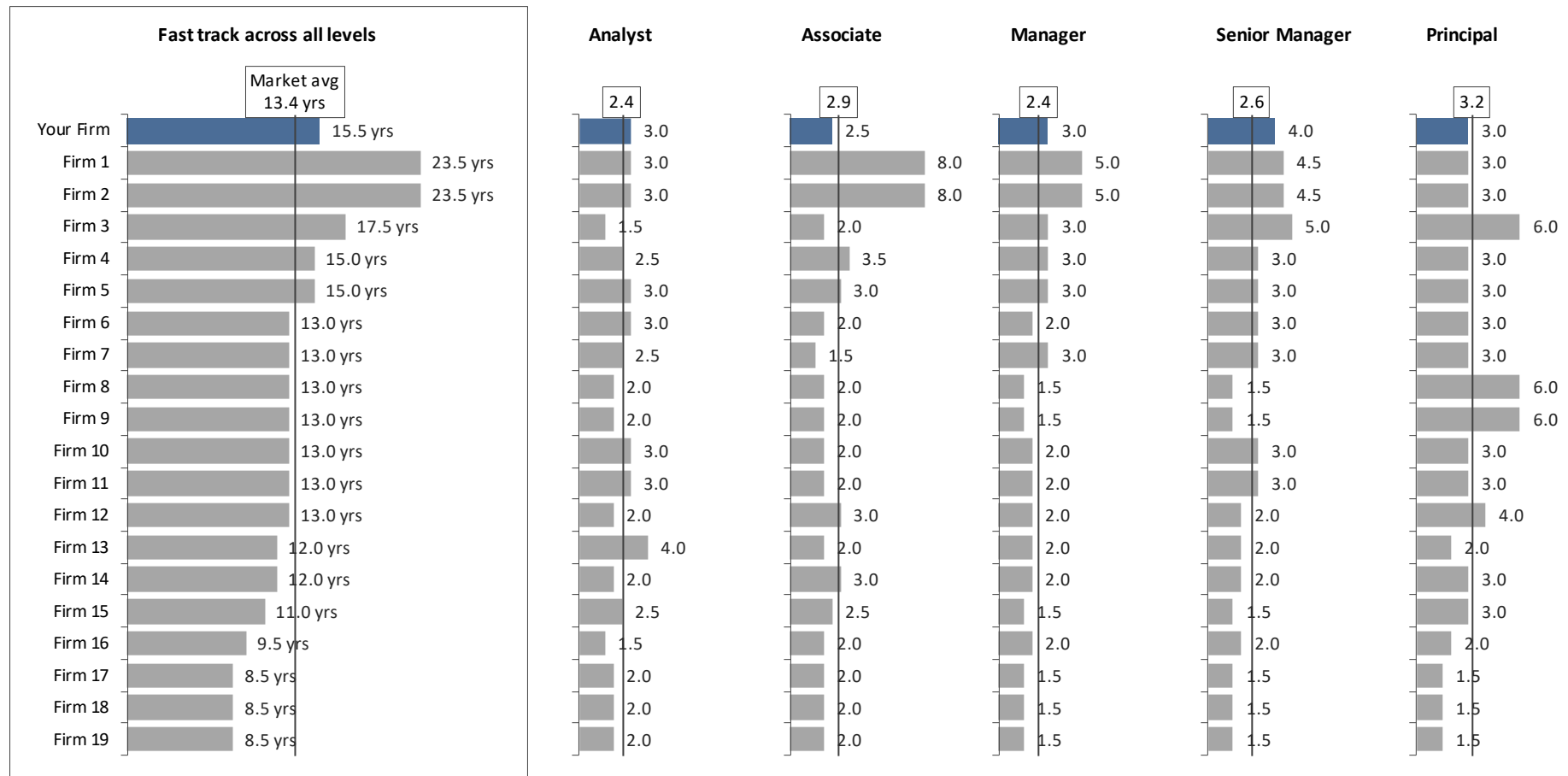


On average, the typical time in position from Analyst to Partner level was 18.6 years; 6 firms showed slower career progression



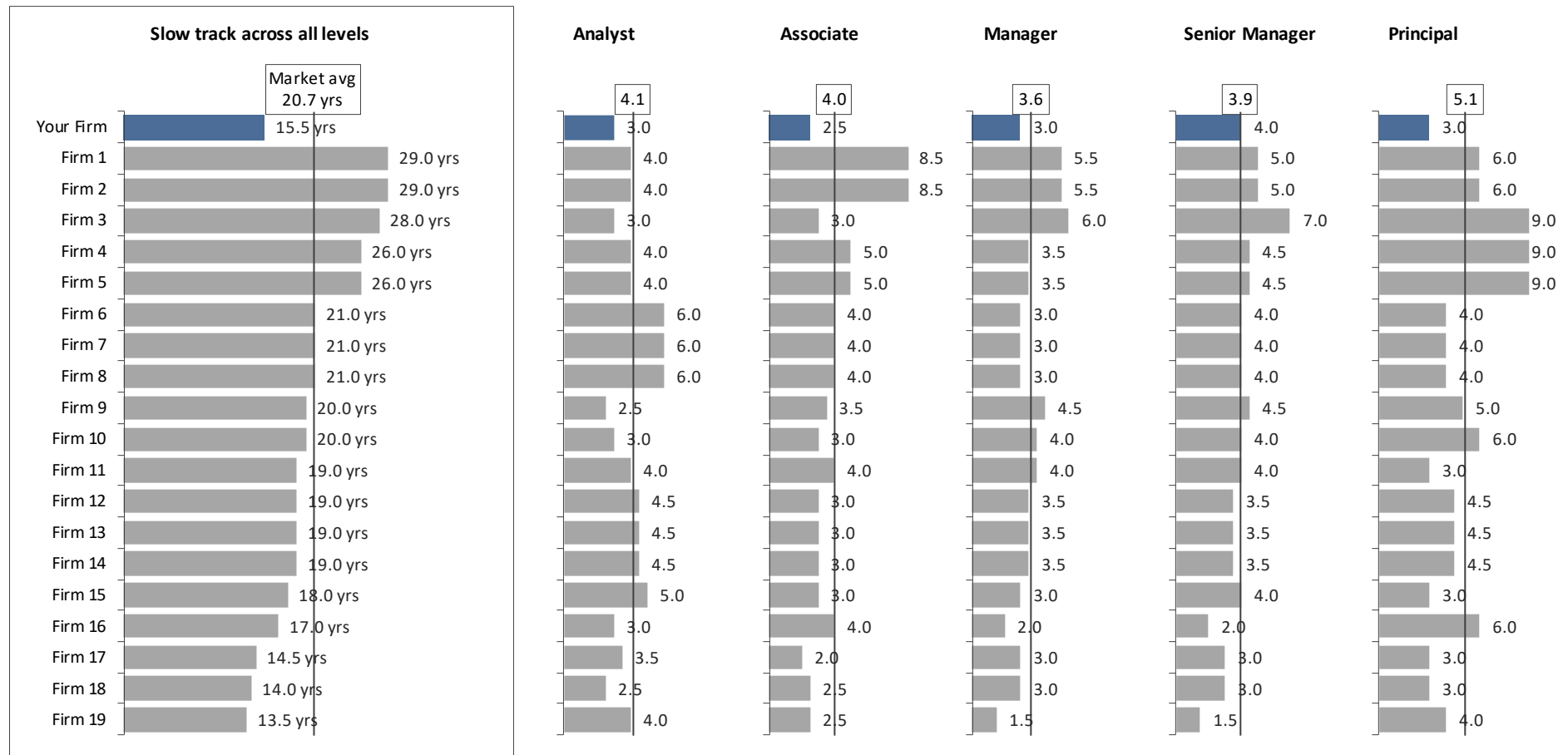
Values of firms in the first graph are ranked in descending order. Values of firms in the other graphs correspond to the same firm as in the first.

On average, the fast track timing of career progression was 13.4 years; 14 firms showed faster career progression



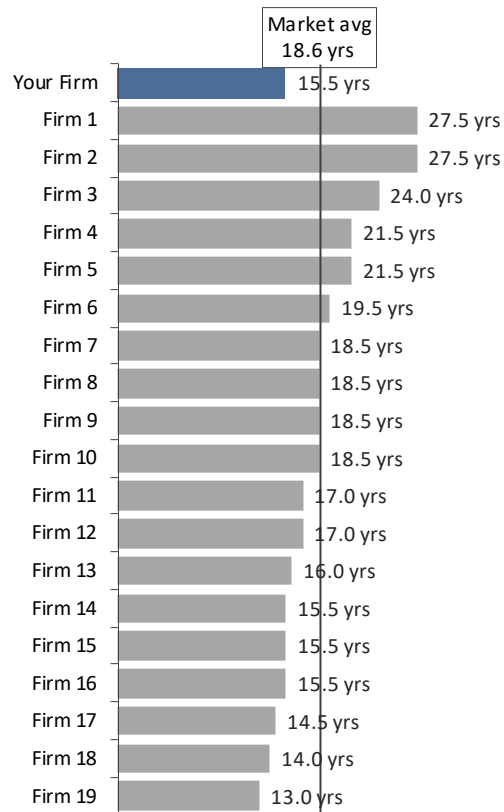
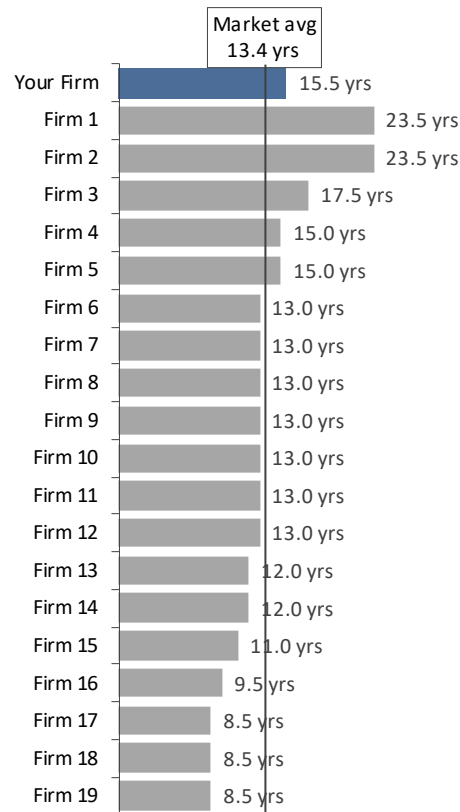
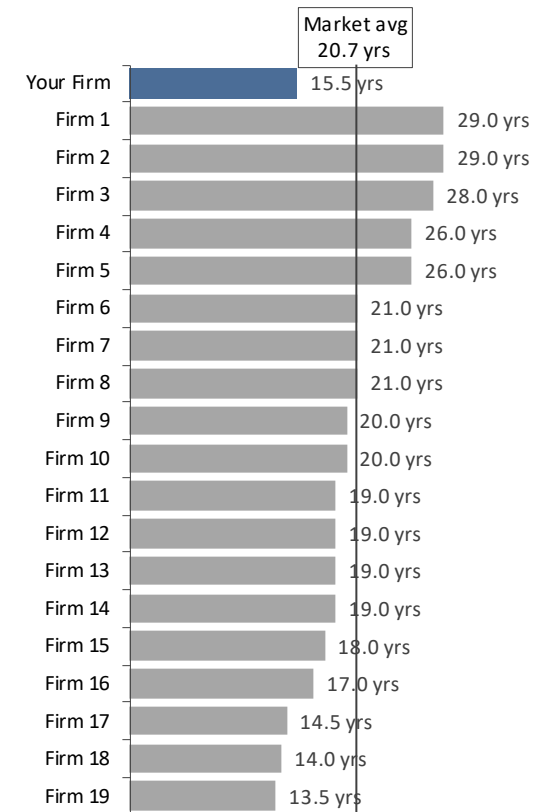
Values of firms in the first graph are ranked in descending order. Values of firms in the other graphs correspond to the same firm as in the first.

On average, the slow track timing of career progression was 20.7 years; 8 firms showed slower career progression



Values of firms in the first graph are ranked in descending order. Values of firms in the other graphs correspond to the same firm as in the first.

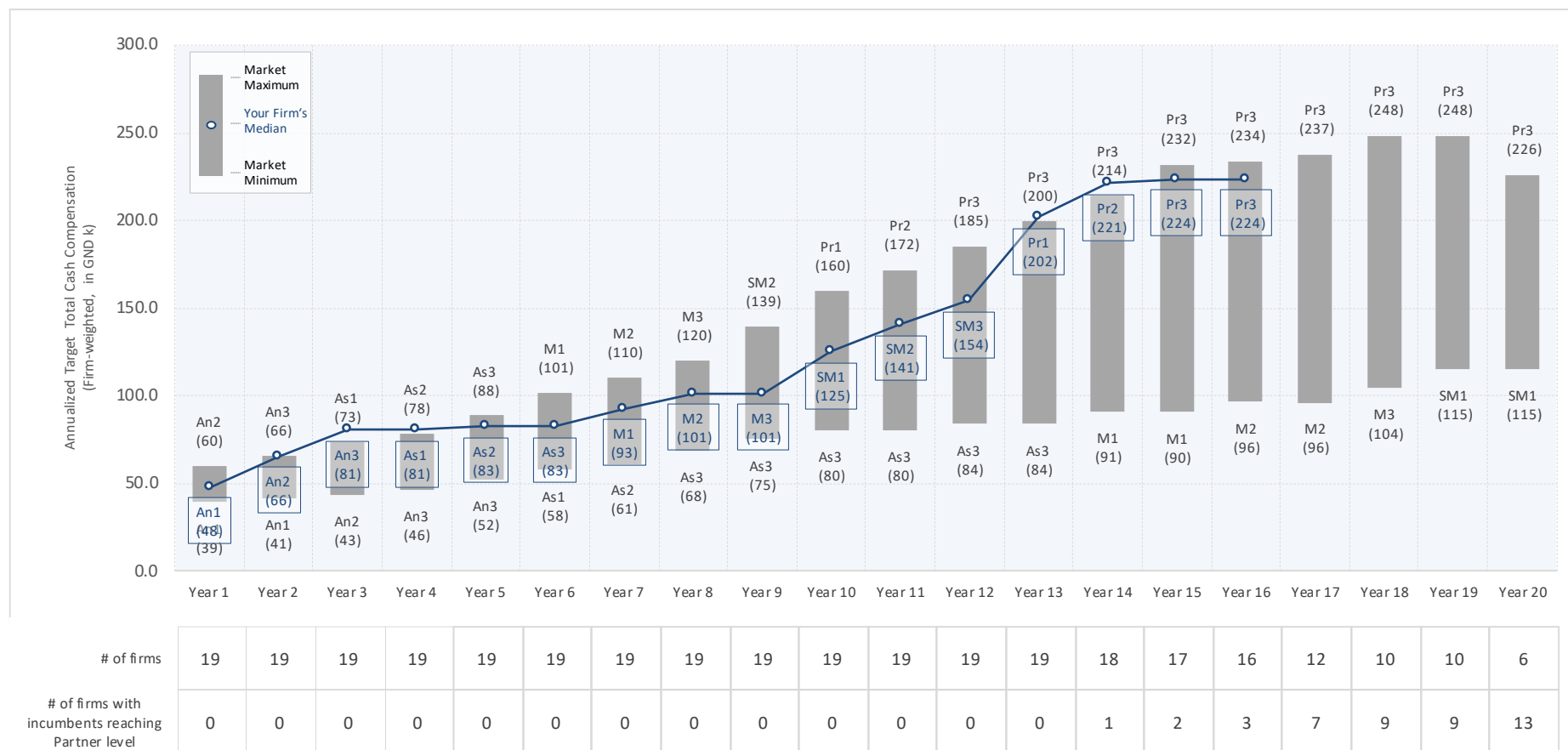
The typical time in position from Analyst to Partner averaged 18.6 years; the fast track averaged 13.4 years; the slow track averaged 20.7 years

Typical time in position across all levels

Fast track across all levels

Slow track across all levels


Values of firms are ranked in descending order. Firm 1 in all graphs has the highest value and is not necessarily the same firm.

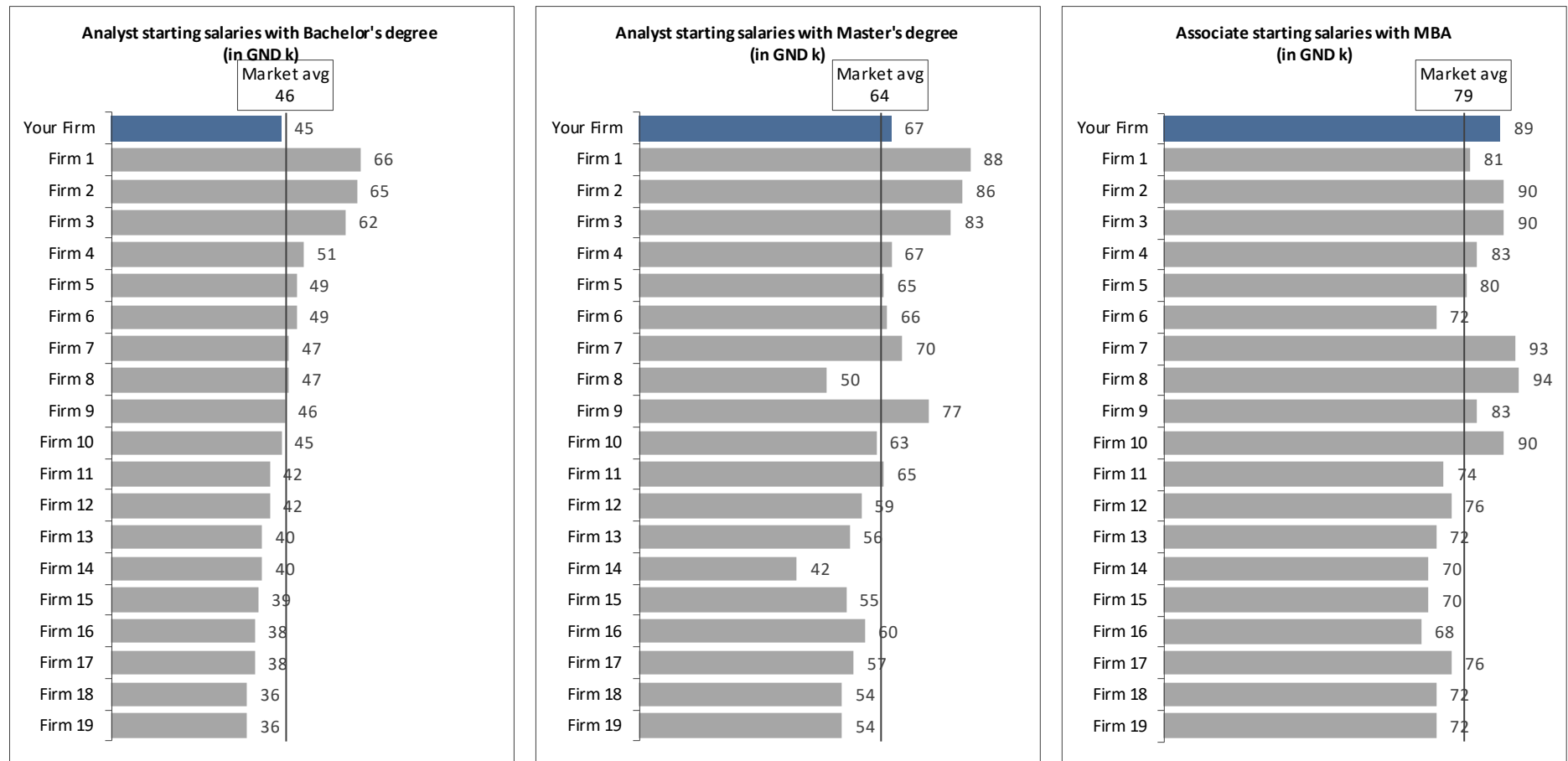
t-TCC (firm-weighted) across career levels ranged from GND 39k in the first year up to GND 248k after at least 18 years in the position

2025 t-TCC (in GND k, firm-weighted) vs typical time in position (in years)



Values will not be displayed if less than three market firms report data. Firms not reporting complete career progression data may not be fully presented in this calculation.

Starting Basic Salary* for Analysts with a BA / Masters degree and Associates with an MBA degree were as follows:

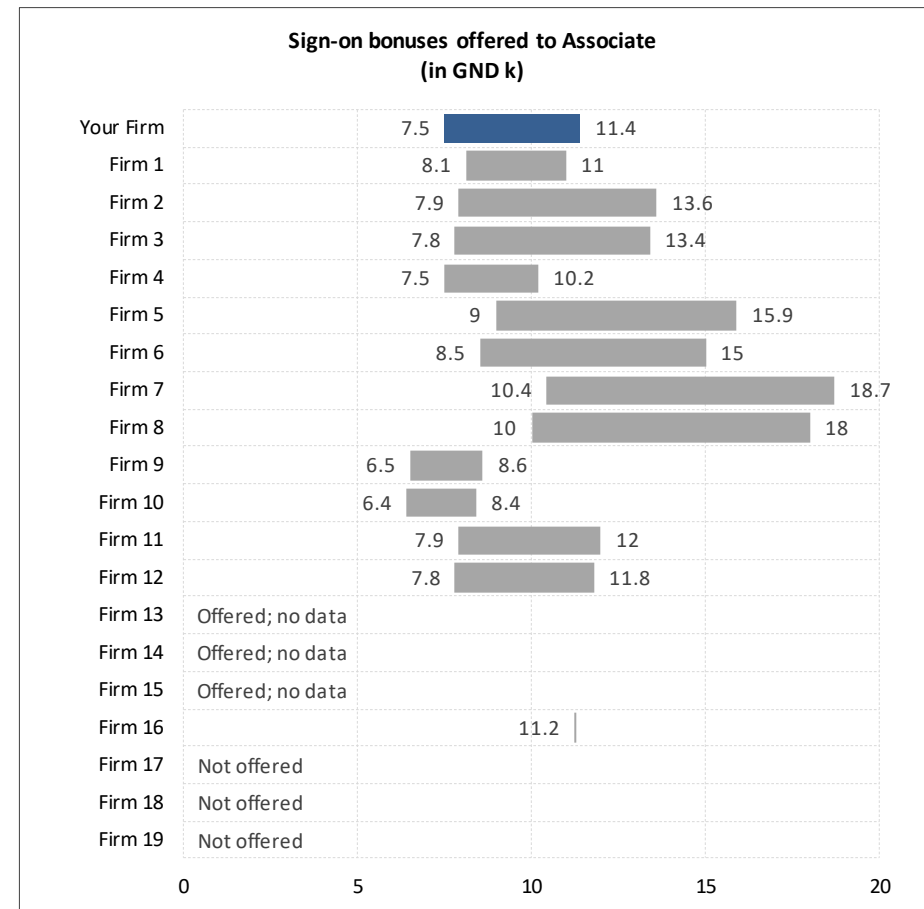
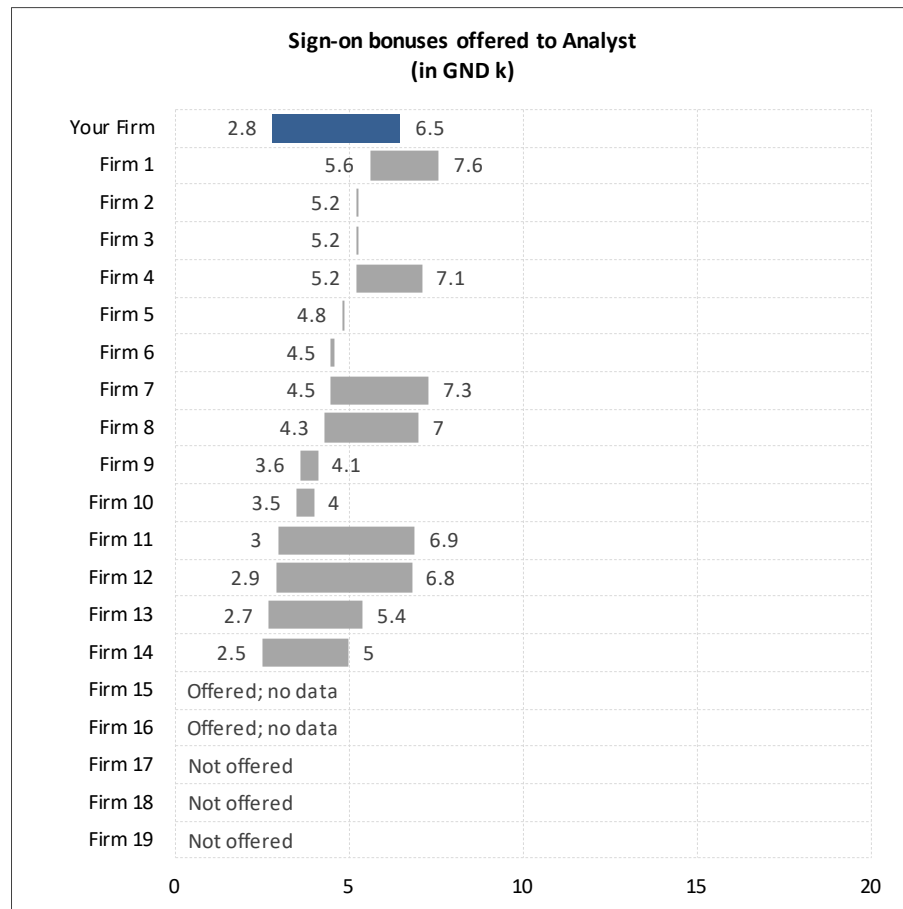


Values of firms in the first graph are ranked in descending order. Firm values in the second and third graphs correspond to those in the first. Assigned firm numbers do not correspond across subsequent pages.

*For India, UAE and KSA starting salaries are based on Base Salary (Basic Salary plus Allowances).

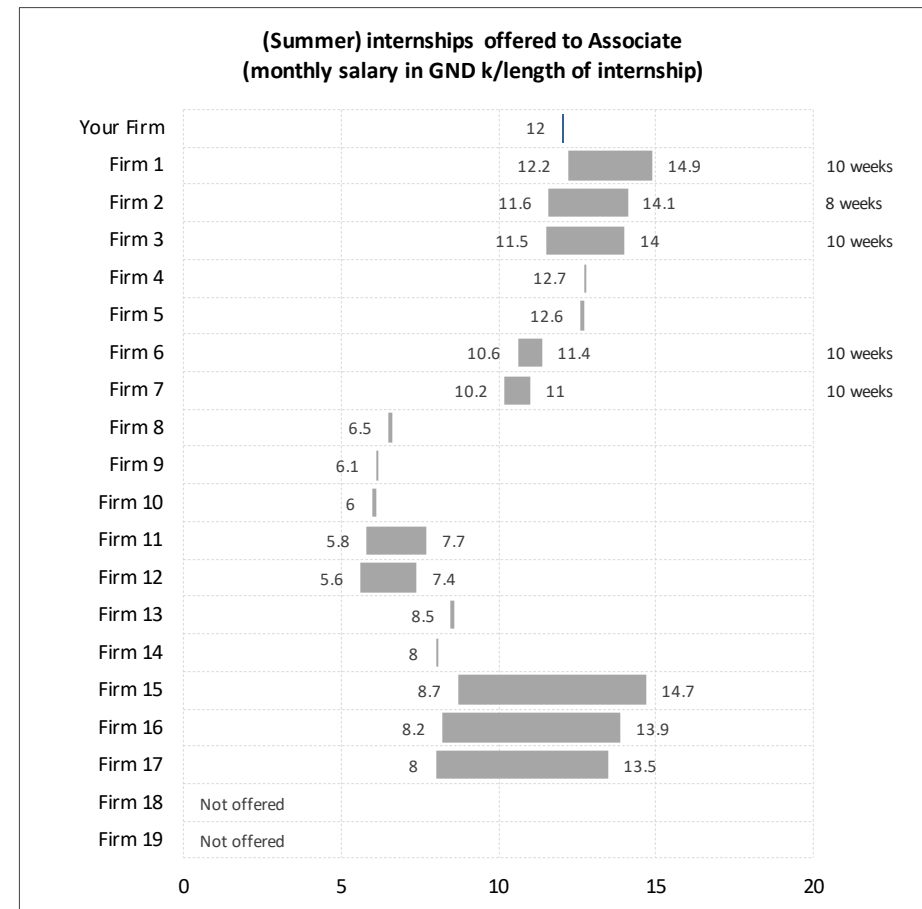
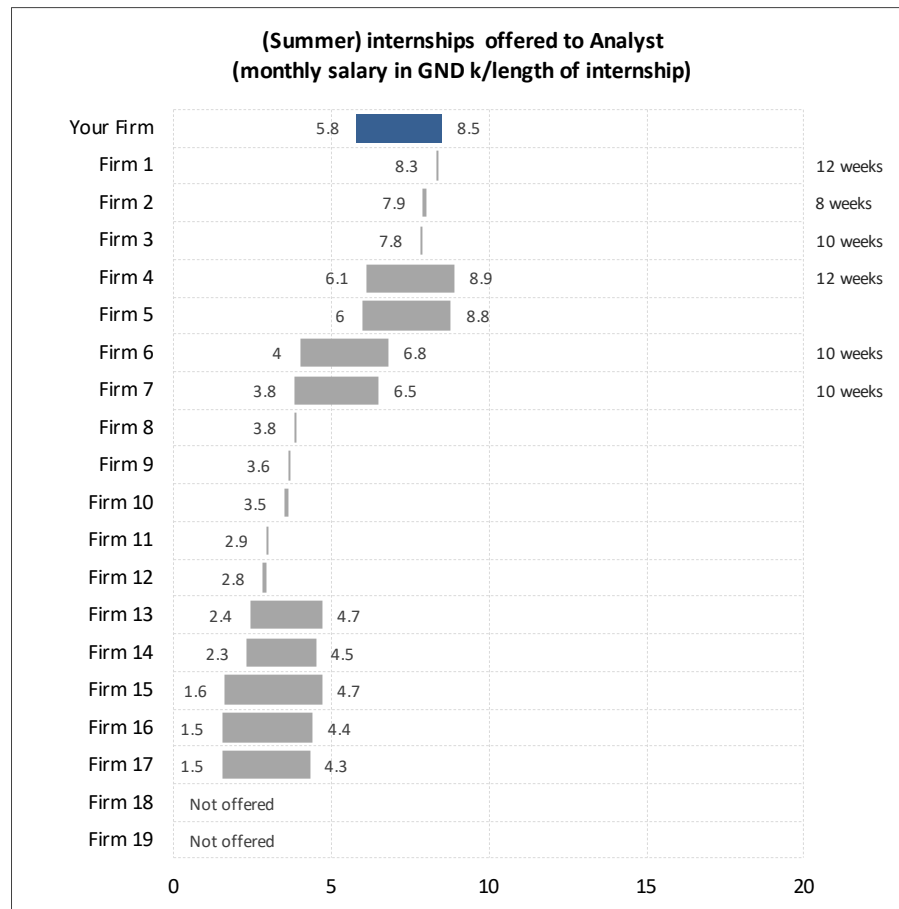
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16 firms in the market offered sign-on bonuses



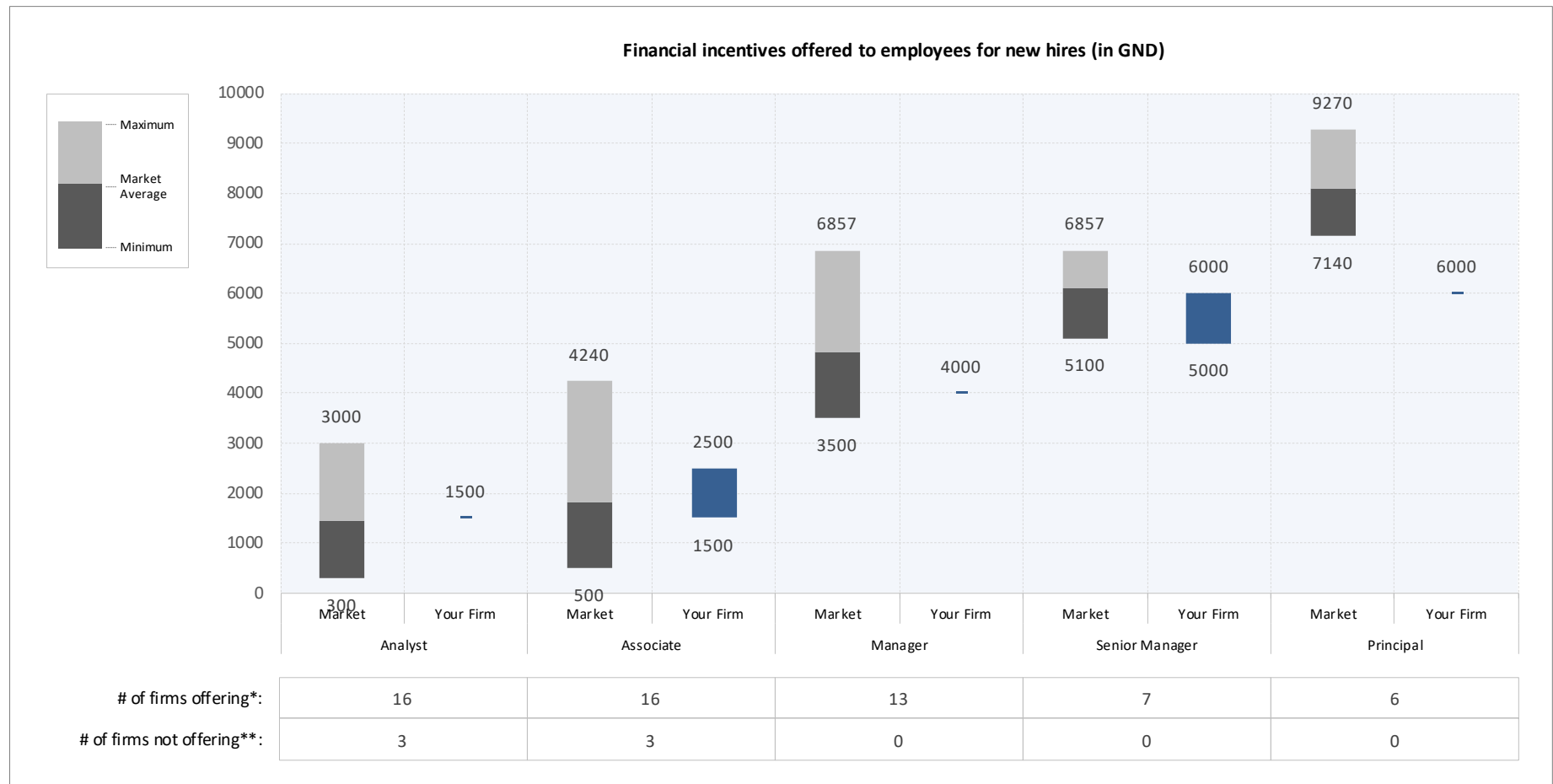
Usually, a payback period of 1-2 years was enforced. Values of firms in the first graph correspond to the same firms as in the second graph.

17 firms in the market offered (summer) internships



Internships could either be summer internships or year-round internships. Values of firms in the first graph correspond to the same firms as in the second graph.

Financial incentives offered for referrals depended on career level



These figures are only reported when enough responses are available for meaningful comparison. * Not all firms offering financial incentives reported amounts offered.

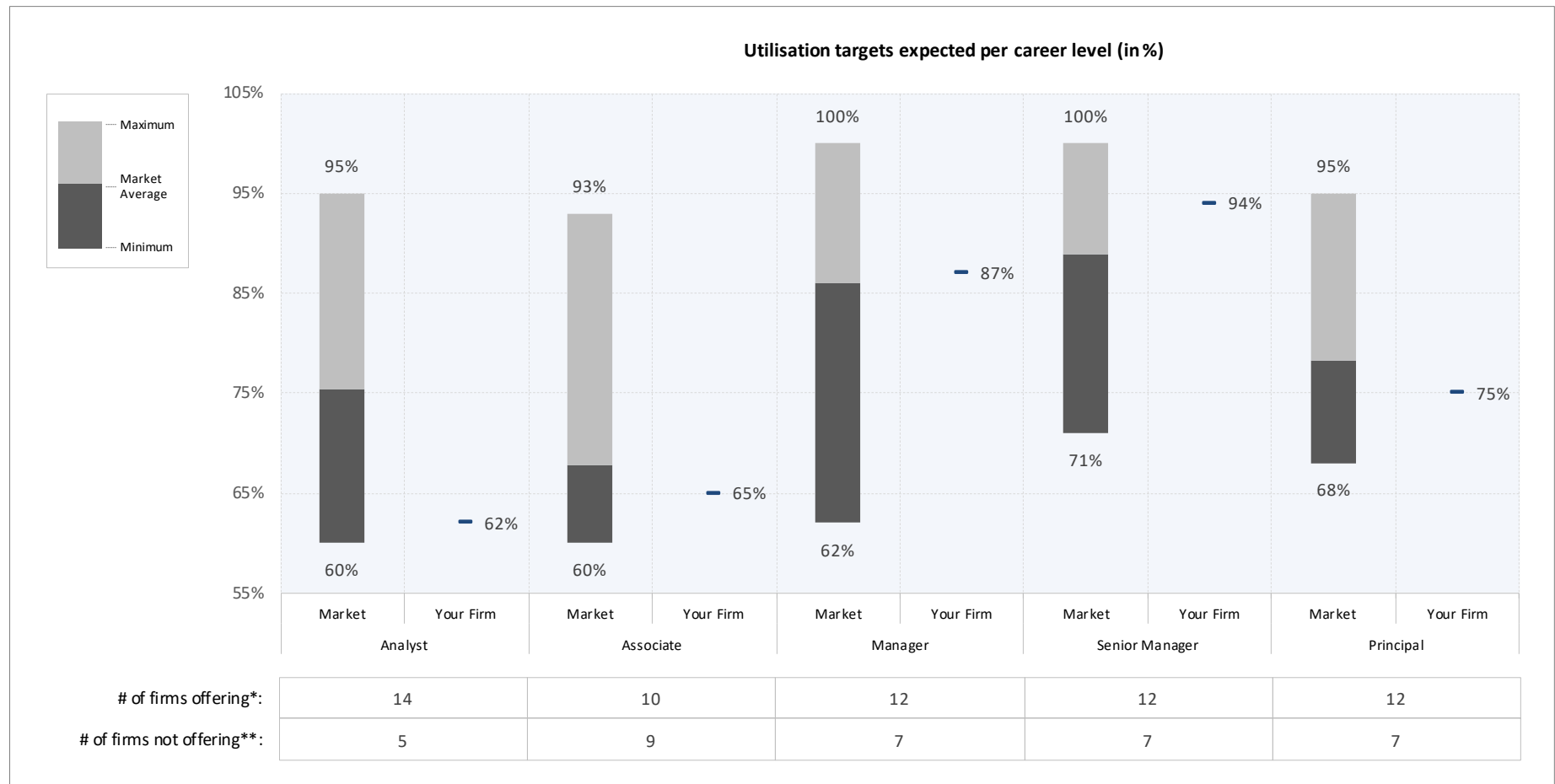
**Does not count those firms that did not report an answer.

Report-specific data regarding payment for overtime and time-off in lieu showed the following:

	Overtime payment rate offered to				Time-off in lieu rate offered to				Comment
	non-managerial staff		managerial staff		non-managerial staff		managerial staff		
Your Firm	Offered	1.5x	Offered	1.5x	Offered	1.5x	Offered	1.5x	
Firm 1	Offered	1.5x	Not offered		Offered	1.5x	Offered	1.5x	Payment for overtime offered to An levels: 1.5x hourly rate
Firm 2	Offered	1.5x	Offered	1.5x	Offered	1.5x	Offered	1.5x	
Firm 3	Offered	1.5x	Not offered		Not offered		Offered	1.5x	
Firm 4	Offered	1.5x	Not offered		Offered	1.5x	Offered	1.5x	Payment for overtime offered to An levels: 1.5x hourly rate
Firm 5	Offered	1x	Offered	1x	Offered	1x	Offered	1x	
Firm 6	Offered	1.5x	Offered	1.5x	Offered	1.5x	Offered	1.5x	
Firm 7	Offered	1.5x	Not offered		Not offered		Offered	1.5x	
Firm 8	Offered	1x	Offered	1x	Offered	1x	Offered	1x	
Firm 9	Offered	1x	Offered	1x	Offered	1x	Offered	1x	
Firm 10	Offered	1.5x	Not offered		Not offered		Offered	1.5x	
Firm 11	Not offered		Offered	1x	Not specified		Not specified		
Firm 12	Not offered		Offered	1.5x	Not specified		Not specified		
Firm 13	Not offered		Offered	1x	Not specified		Not specified		
Firm 14	Not offered		Offered	1.5x	Not specified		Not specified		
Firm 15	Not specified		Not specified		Offered	1.5x	Offered	1.5x	
Firm 16	Not specified		Not specified		Not specified		Offered	1.5x	
Firm 17	Not specified		Not specified		Offered	1.5x	Offered	1.5x	
Firm 18	Not specified		Not specified		Not specified		Offered	1.5x	
Firm 19	Not specified		Not specified		Not specified		Offered	1.5x	

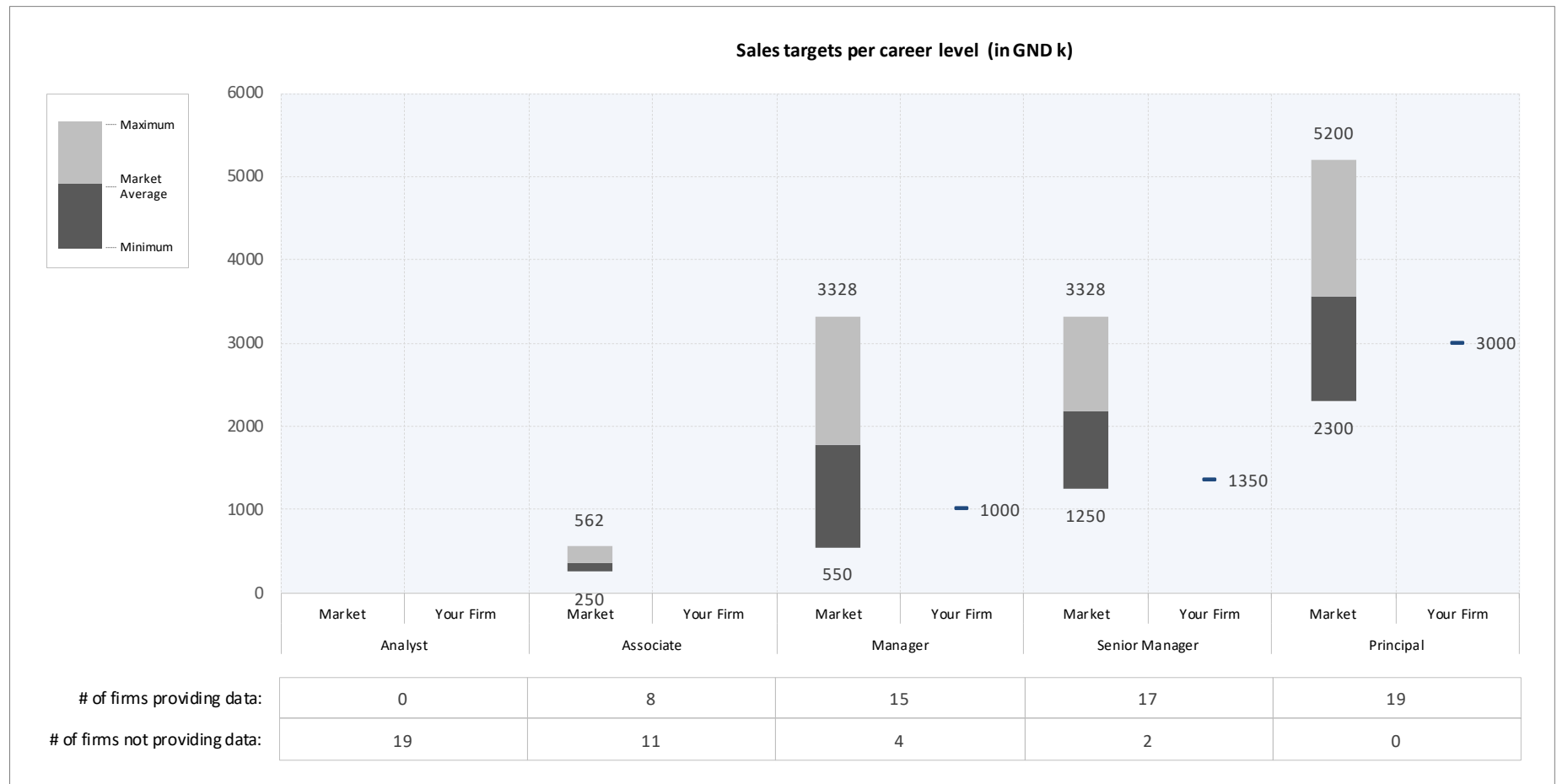
Values of firms in the first column correspond to the same firms as in the following columns.

Consultant utilisation targets ranged from 60% to 100% depending on career level



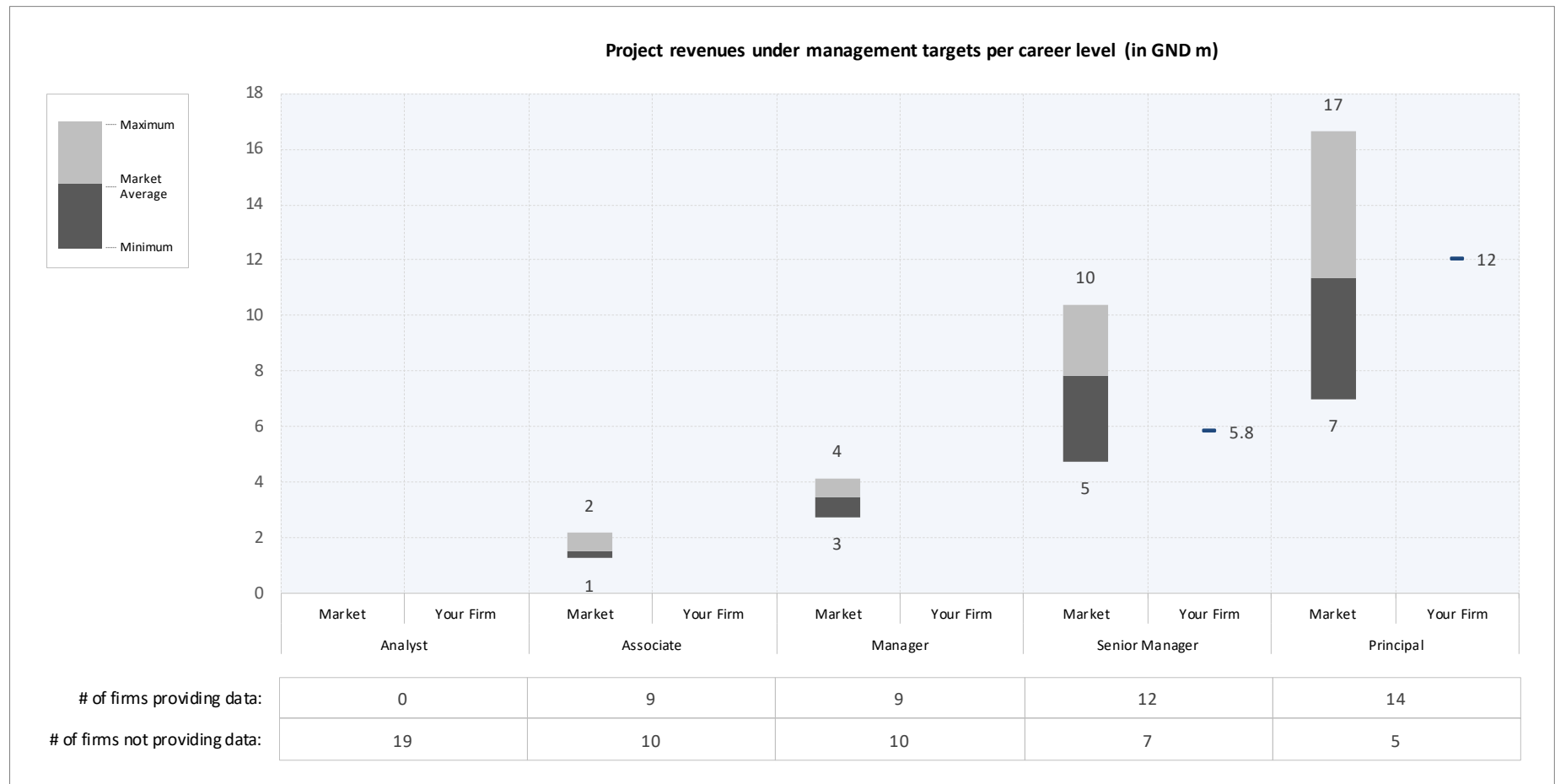
Note: We have used the definition of utilisation given to us by participating firms. These figures are only reported when enough responses are available for meaningful comparison.

Sales targets in the market ranged from GND 250k to GND 5.2m depending on career level



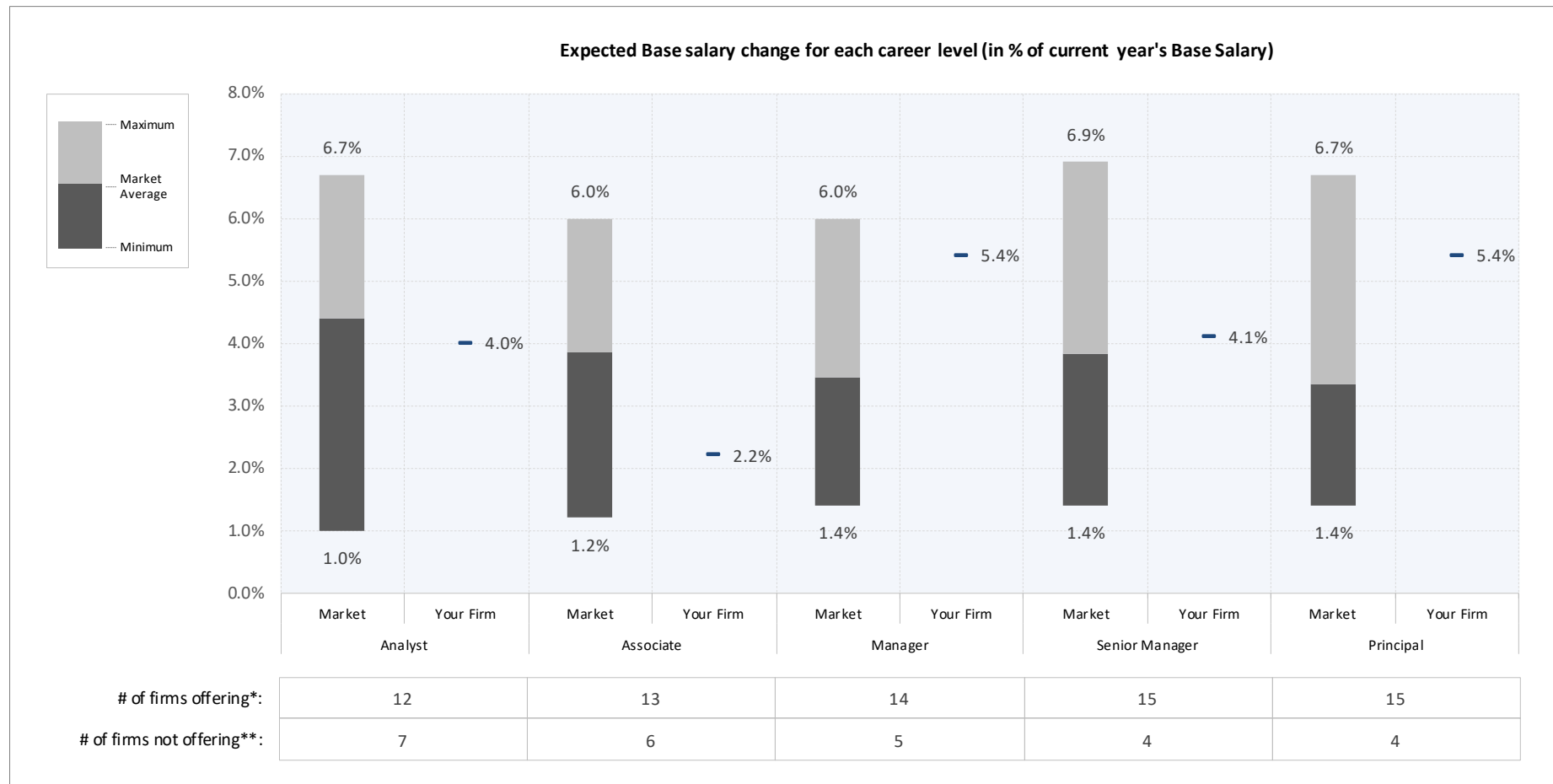
Note: Sales targets include the separate targets for both new clients and existing clients. These figures are only reported when enough responses are available for meaningful comparison.

Project revenues under management targets ranged from GND 1.3m to GND 16.6m depending on career level



Note: Project revenues under management targets include the separate targets for both new clients and existing clients. These figures are only reported when enough responses are available for meaningful comparison.

Expected Base Salary change ranged from 1% to 6.9% depending on career level



Note: These figures are only reported when enough responses are available for meaningful comparison.

Vencon Research's remuneration surveys are defined by the clients participating in the study

PRIMARY SOURCES



HR-Managers/Partners of the firms participating in the respective surveys, who disclose their firm's remuneration structure



Recruiting and information literature of firms surveyed

Data from these sources are used for statistical analysis of market remuneration and recruitment issues.

ADDITIONAL SOURCES



Data of international organizations (OECD, World Bank, EU, etc.)

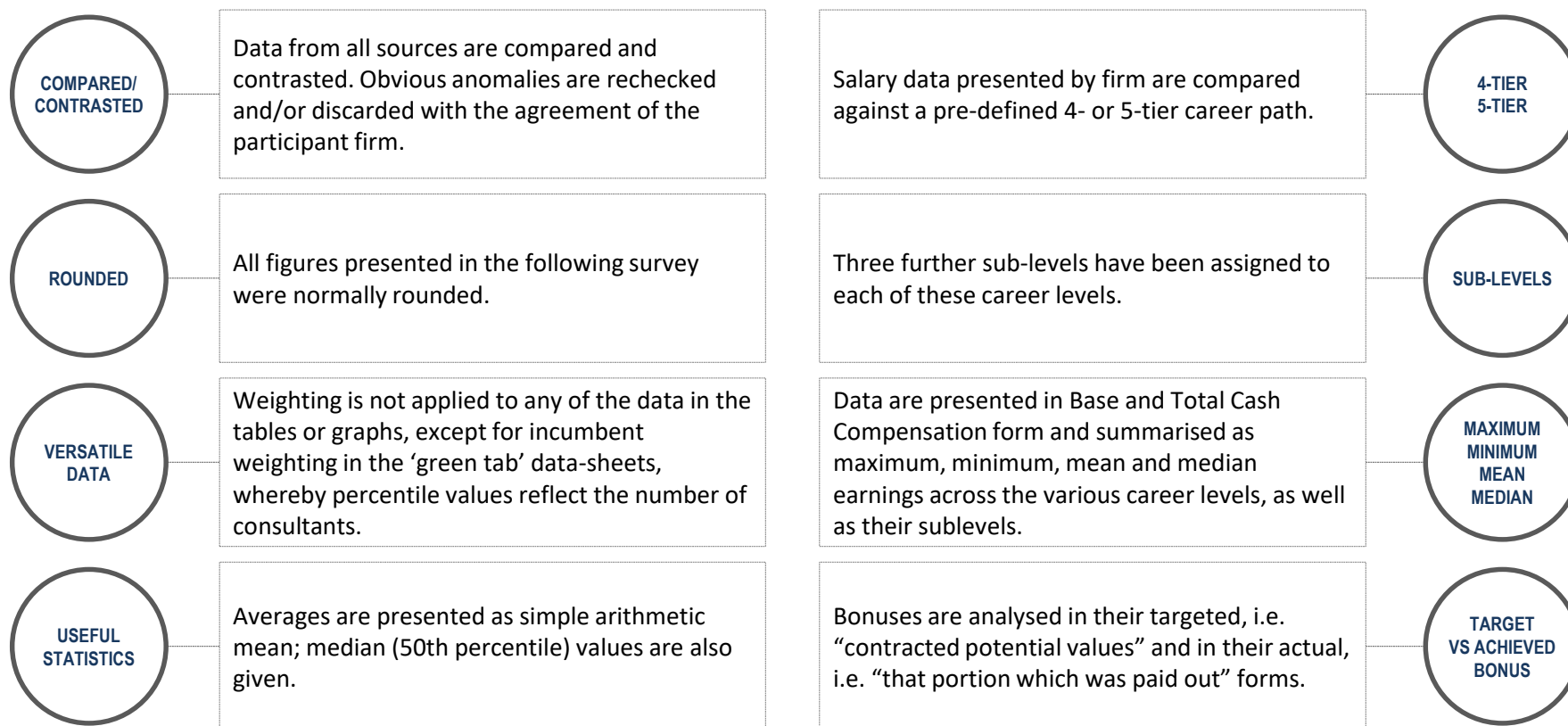


Government web-sites and references

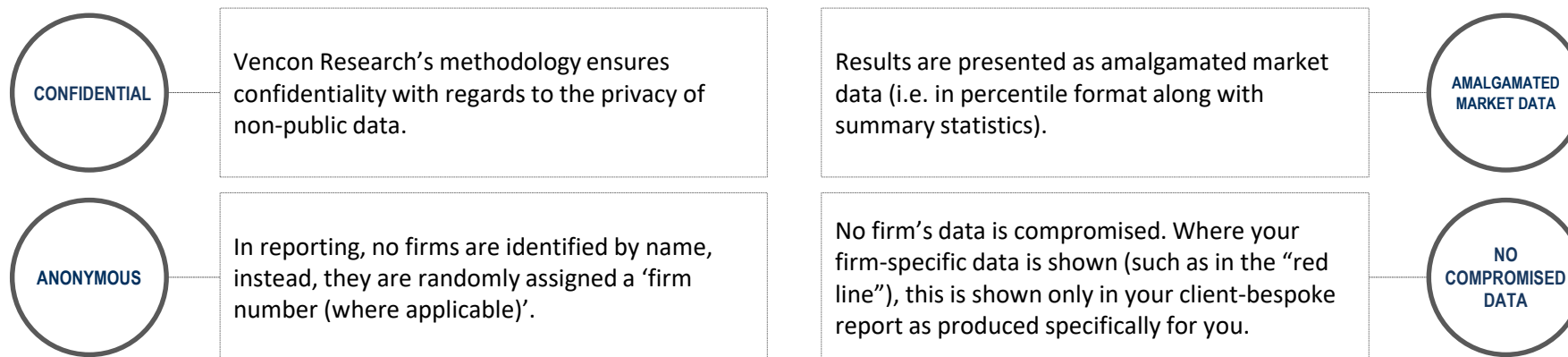
Data from these sources are used for country-specific information such as national accounts, labor statistics, wage and salary.

- The fundamental objective of Vencon Research's work has always been to deliver a high-quality service and to publish clear, detailed reports tailored to the requirements of the client.
- Our studies are thus defined (actually *redefined* annually) largely by the clients initially interested in the study. As such, they are *dynamic* studies, whose emphases change over the course of time, continuing to reflect issues that remain current to their active participants.

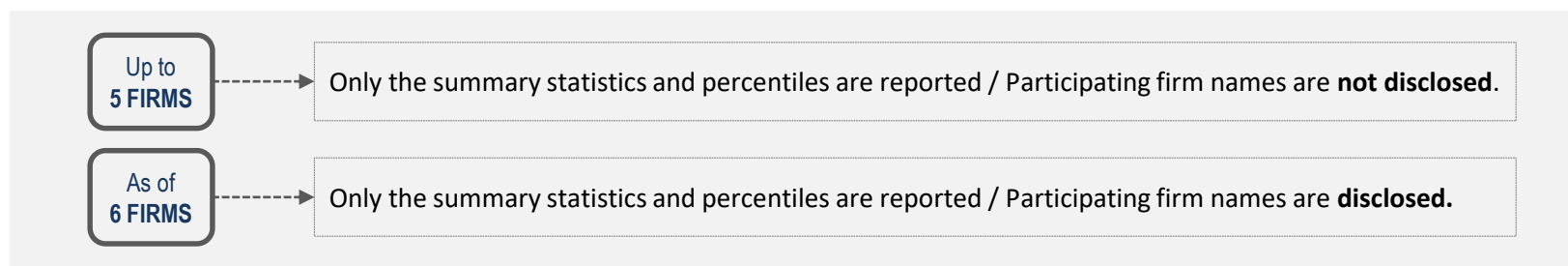
Vencon Research's methodology ensures current, accurate and detailed compensation information



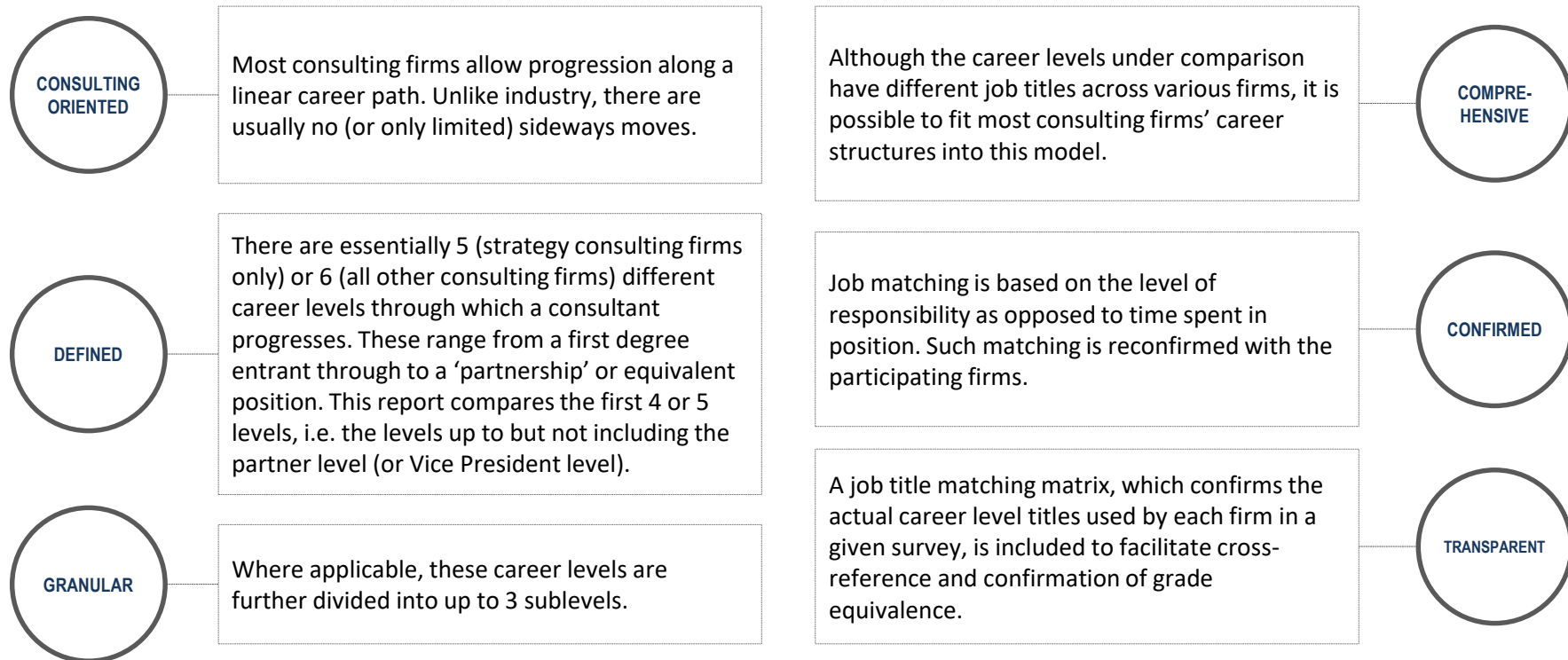
Vencon Research's methodology ensures confidentiality



Our rules to name the participating firms in order to preserve anonymity



The process of benchmarking is supported by clearly defining the levels of career progression

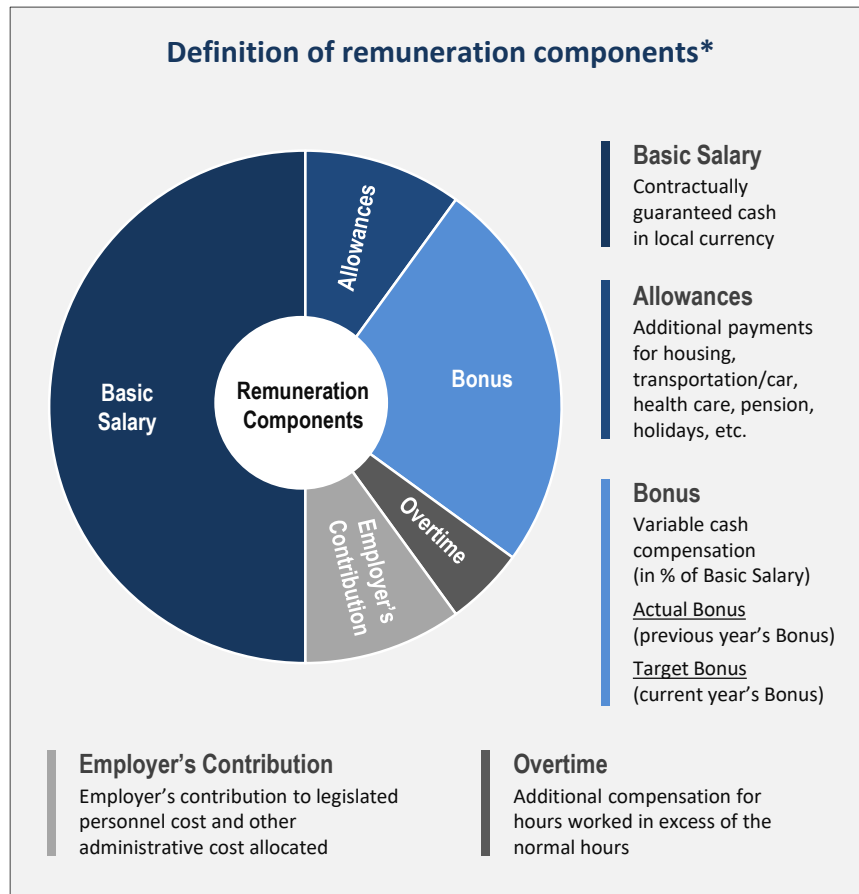


Job titles were redefined generically to reduce confusion when comparing career positions

Vencon Research's definition of job titles

	Analyst (An)	Associate (As)	Project Manager (PM)		Principal (Pr)
			Manager (M)	Senior Manager (SM)	
Other common titles	<ul style="list-style-type: none"> • (Research) Analyst • Associate • Associate Consultant • Business Analyst • Consultant • Junior Consultant 	<ul style="list-style-type: none"> • Associate • Consultant • Senior Consultant • Senior Associate • Case Team Leader 	<ul style="list-style-type: none"> • Engagement Manager • (Project) Manager • Managing Consultant • Project Leader 	<ul style="list-style-type: none"> • Managing Consultant • (Project) Manager • (Senior) Manager 	<ul style="list-style-type: none"> • Associate Partner • Associate Principal • (Senior) Manager • Managing Consultant
Description	<ul style="list-style-type: none"> • First-degree graduate with minor or no consulting experience • Computer literacy and ability to use spread-sheets and other analytical tools is required • Possesses strong written and verbal communication skills, often in multiple languages 	<ul style="list-style-type: none"> • First level consultant; often MBA entry point • Needs to be familiar with advanced analytical tools • Has developed strong reporting, presentation and moderating skills 	<ul style="list-style-type: none"> • Accountable for project deliverables • Develops knowledge in specific industries and/or subjects • Has limited 'profit and loss' responsibility 	<ul style="list-style-type: none"> • Often manages multiple assignments parallel • Usually has 'profit and loss' responsibility • Accountable for project deliverables • Possesses expert knowledge in specific industries and/or subjects 	<ul style="list-style-type: none"> • Often manages multiple assignments in parallel • Possesses expert knowledge in specific industries and/or subjects
Responsibilities	<ul style="list-style-type: none"> • Works effectively in a team environment • Is creative, adaptable and flexible • Works under supervision on first level analyses 	<ul style="list-style-type: none"> • Works on detailed and advanced analyses, as well as strategy development • Develops business cases, recommendations; may execute these recommendations • Manages assignment modules; may manage assigned Analysts 	<ul style="list-style-type: none"> • Manages smaller client relationships • Manages consulting assignments staffed by Associates and Analysts 	<ul style="list-style-type: none"> • Manages complex, i.e. larger or multiple client relationships • Manages consulting assignments also staffed by Managers • May develop and sell into existing client base; May have limited sales goals • Implements firm strategy 	<ul style="list-style-type: none"> • Manages client relationships • Manages major assignments • Develops and sells into existing client base • Implements firm strategy

Remuneration components and presentation of data for current and previous years



Current year/target

Current Base Salary

Current Basic Salary
+
Current Allowances



Target Total Cash Compensation (t-TCC)

Current Base Salary
+
Target Bonus (t-Bonus)



Target Total Cost to Company (t-CTC)

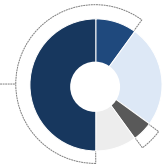
Target Total Cash Compensation (t-TCC)
+
Employer's Contribution



Previous year/actual

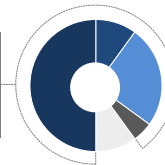
Actual Base Salary

Actual Basic Salary
+
Actual Allowances
+
Overtime Payment



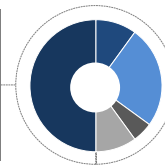
Actual Total Cash Compensation (a-TCC)

Actual Base Salary
+
Actual Bonus (a-Bonus)



Actual Total Cost to Company (a-CTC)

Actual Total Cash Compensation (a-TCC)
+
Employer's Contribution



This presentation document is best used together with the Excel based 'Data Tables'

Basic Salary 2023 - Current Year (Firm weighted; in GND k)

Your Firm's Data	Analyst (An)				Associate (As)			
	An 1	An 2	An 3	An	As 1	As 2	As 3	As
Job Titles/Positions of Your Firm	Consultant	Consultant	Consultant		Senior Consultant	Senior Consultant	Project Leader	
Number of incumbents of Your Firm				237				177
Maximum of Your Firm	31	52	57	57	86	91	99	99
Mean of Your Firm	25	35	45	35	66	73	74	71
Midpoint of Your Firm	25	36	43	38	66	71	76	72
Median of Your Firm	25	35	45	34	66	72	74	71
Minimum of Your Firm	19	20	30	19	46	52	53	46

Your Firm's Positioning and Compa-Ratios	An 1	An 2	An 3	An	As 1	As 2	As 3	As
Position of Your Firm's Median in the Market	<5%	<5%	33%	25%	67%	68%	67%	67%
Please choose "Target Market Percentile" for all Levels								
Please choose "Target Market Percentile" on Level-basis	Please choose →			50%	Please choose →			50%
Target Market Percentile (in k)	45	47	50	47	61	65	69	65
Your Firm's Median vs. Target Market Percentile (in k)	-19	-12	-4	-13	5	7	5	7
Your Firm's Median vs. TMP (in %)	-43%	-26%	-9%	-27%	8%	11%	7%	10%
Compa-ratio (Your Firm's Median vs. Target Market Percentile)	57%	74%	91%	73%	108%	111%	107%	110%
Budget Simulation Increase (+) or Decrease (-)	3,056				-1,159			

Market Statistics	An 1	An 2	An 3	An	As 1	As 2	As 3	As
Number of Participating Firms	7	7	7	7	7	7	7	7
Number of Incumbents				1,047				1,397
Maximum (at 95th%)	55	61	68	68	81	88	92	92
Mean	45	47	50	47	61	65	69	65
Midpoint	43	48	53	50	61	67	70	67
Median	45	47	50	47	61	65	69	65
Minimum (at 5th%)	31	36	38	31	42	46	49	42

Market Percentile Analyses	An 1	An 2	An 3	An	As 1	As 2	As 3	As
95%	55	61	68	68	81	88	92	92
90%	54	60	68	68	79	87	91	91
85%	54	59	68	68	78	86	88	88
80%	53	59	66	66	78	84	88	88
75% = 'Upper Quartile'	53	58	63	63	75	80	84	88

Vencon Research's background data tables benchmark the overall level of compensation for the firms being compared as follows:

- Based on the firms' positional targeted Total Cash Compensation (t-TCC), actual Total Cash Compensation (a-TCC), Basic Salary payment, targeted, as well as actual bonus value and percentage positions.
- The data sets are presented both as per firm and per incumbent weighted (yellow and green tabs respectively).
- In the firm weighted analyses, calculations are based on each participating firm's 0th, 25th, 50th, 75th and 100th percentile per job level and sublevel.
- For the incumbent weighted analyses, calculations are based on all the incumbents at any given level or sublevel for each participating firm.
- The relative market positioning of your firm's median as well as minimum and maximum values are presented per level and sublevel;
- Market data are presented between the 5th and 95th percentiles in increments of 5 percentiles.

Vencon Research's surveys cover a wide variety of compensation-related topics within the consulting industry

Consultant Salary Survey



- Benchmarks cash compensation
- Presents both theoretical & actual compensation metrics
- Covers from Analyst to Principal levels
- National & International consultancies world-wide
- Total of 75 countries surveyed annually

Consultant Benefits Survey



- Benchmarking report
- Describes qualitative & quantitative legislated & voluntary benefits
- Provides financial & relative value of benefit

Administration & Support Staff Survey



- Benchmarks the consulting industry's compensation practices
- Refers to non-consulting staff, including Office Services, Finance, IT, Marketing, HR etc.
- Presents theoretical and actual compensation data
- National & International consultancies world-wide
- Based on hierarchical levels

Partner Remuneration Survey



- Analysis of compensation models and practices
- Compares up to 45 major international consulting firms in over 75 countries
- Results presented per company*, per country and per partner level
- Part 1: Firm background data tables (country-based)
- Part 2: Firm remuneration structure (country-based)
- Part 3: Firm remuneration structure (global)
- Part 4: Firm performance factors (global)

Special Request Surveys



- Family friendly working policies (Cross-industry, multi-national comparison of employment practices)
- Total cash compensation report (e.g. for Middle East, includes all common allowances)
- Cross-market positioning tool (to determine the firm's market position across all markets, at all levels, and for all remuneration elements)

Spot Surveys



- Currency devaluation issues
- Cost of living adjustment
- IT "Hot skills"
- Travel allowances
- Individually tailored surveys

* Results are presented per company in Parts 2, 3, and 4 in the Partner Remuneration Survey .



Canada

Vencon Research International Inc.
The Exchange Tower 130
King Street West Suite 1900,
Toronto, Ontario, M5X 1E3 Canada
T +1 647 4801552

Switzerland

Vencon Research International AG
General-Guisan-Strasse 6/8
6300 Zug, Switzerland
T +41 41 2294005

Germany

**Vencon Research International GmbH
Headquarters**
Berliner Strasse 69
13189 Berlin, Germany
T +49 30 443516 0

United Kingdom

Vencon Ltd
83 Victoria Street
London SW1H 0HW
United Kingdom
T +44 20 77312890

www.venconresearch.com
info@venconresearch.com