# **How Much More Than** You Does Your CEO

Earn?

CEOs in the US founder or boardappointed - earn thousands of times more than the median salary of their companies. In India too. the gap has grown. In Japan, salary inequality

is among the lowest in

the world

## INDIA

Among Nifty-50 companies. top CEO salaries ranged between 1,500 to 600 times the median employee salary (or 50th percentile salary), In unlisted companies the gap could be higher



In US, taking S&P500

as the database.

5,000 times the

annual pay

company's median

the CEO-employee

salary gap is wider

with Hertz's Stephen

Scherr earning almost

US

\*Resigned earlier this year

CEO Salary ₹99.6cr

₹1.9cr Median

← CEO Pay: ₹1.988Cr

1068 times

median salary

Stephen

Schwarzman

CEO. Blackstone

Pawan Munial, Chairperson

Hero Motocorn

1812 times median salary ₹123 lakh



**Thierry Delaporte\*** MD. ED. Wipro



MD. FD. **Divi's Laboratories** 

> **1511** times median salary ₹4.7 lakh



MD. FD Infosvs

4627 times ₹56.5cr median salary ₹9 lakh

₹51.4cr median salary

5

Saiian Kumar Jindal

Chairperson

**JSW Steel** 

₹8.2 lakh

₹1.7cr

₹1.251 cr

**735** times median salary



**Nikesh** Arora

CEO. Palo Alto Networks\*\*

\*\* Data is for 2023. For the rest, data is for 2022

## **Biggest Gap In Communications Sector**

Among S&P 500 firms, the highest mismatch is in communications industry salaries, followed by companies that sell consumer goods

Jindal	Industry	Avg CEO Pay		Avera
on I		\$ Million	₹ Crore	Pay Rati
1628 times median salary  -₹8.2 lakh	<b>Communication Services</b>	37.6	295.2	50
	Consumer (Discretionary)	14.0	110.2	480
	Consumer (Staple)	14.6	114.9	40
	Information Technology	22.2	174.5	357
	Healthcare	16.0	125.6	22!
cr	Financials	17.7	138.8	218
nes	Materials .	14.0	110.1	218
	Industrials	13.3	104.5	196
	Real Estate	14.1	111.1	168
	Energy	16.3	128.0	118
	Utilities	10.7	84.3	94

Pay ratio is the ratio between CEO and median salary - how many times is the CEO salary compared with its median pay. Conversion rate is ₹78.6 per USD for 2022 and ₹82.6 per USD in 2023

Source: primeinfobase.com, Nifty 50, The American Federation of Labor and Congress of Industrial Organizations for S&P 500

Median staff salary

₹2.2cr ₹1.775cr

**808** times median salary



**Sundar Pichai** CEO Alphabet



**Stephen Scherr** CEO, Hertz Global

1915 times

median salary

₹0.3cr

₹1.431 cr

4965 times

median salary

₹0.6cr

₹1.320 cr

2299 times

Barry McCarthy

**CEO. Peloton Interactive**