

2022 European Technology Rewards Summit

Embracing technology industry
rewards trends in Europe

11 May | webcast

A business of Marsh McLennan

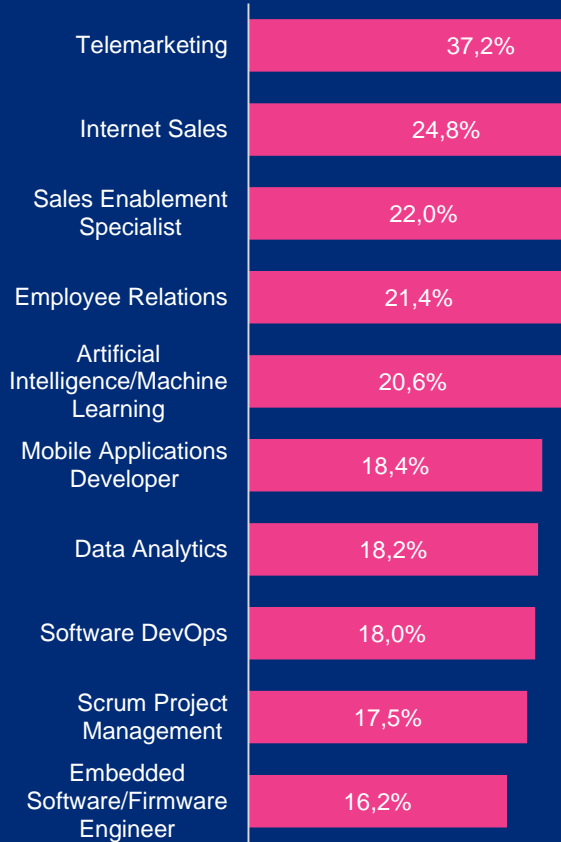


Top 10 Hot Jobs across Europe*

Hiring Rates

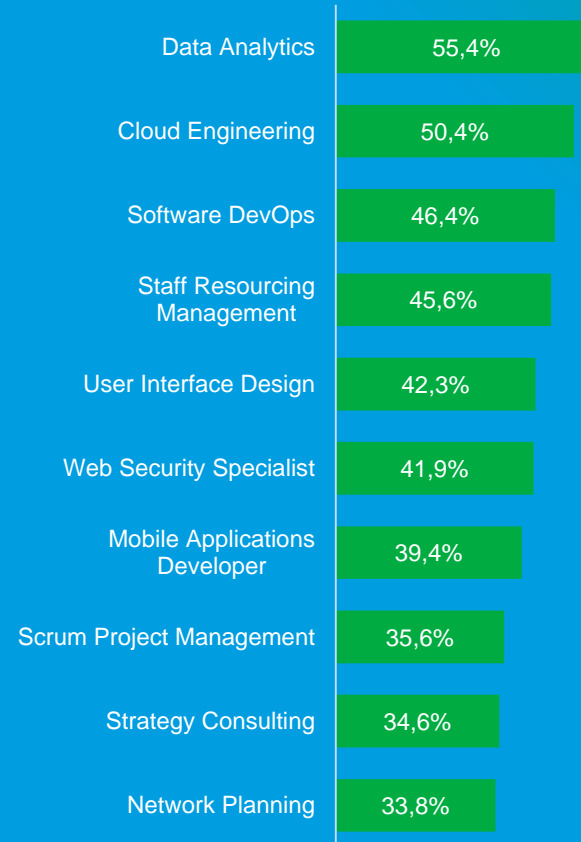


Turnover Rates

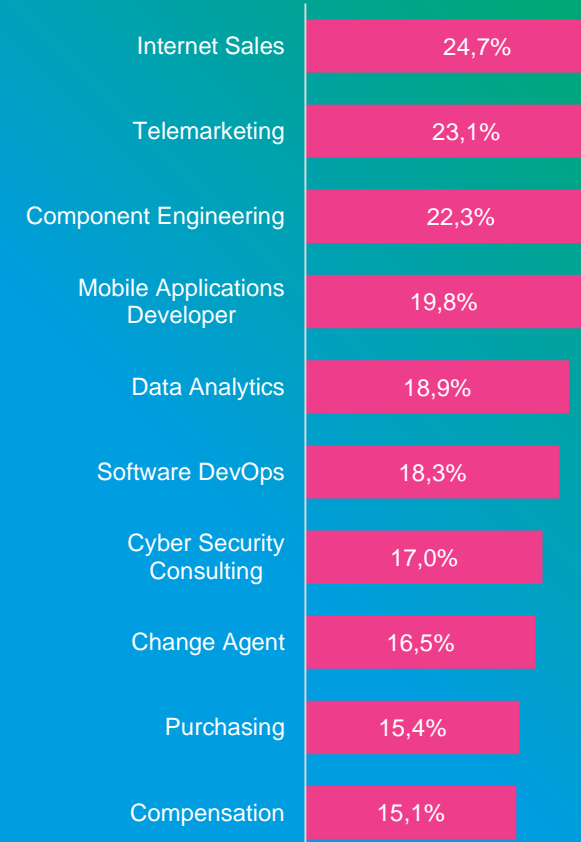


Top 10 Hot Jobs Globally*

Hiring Rates

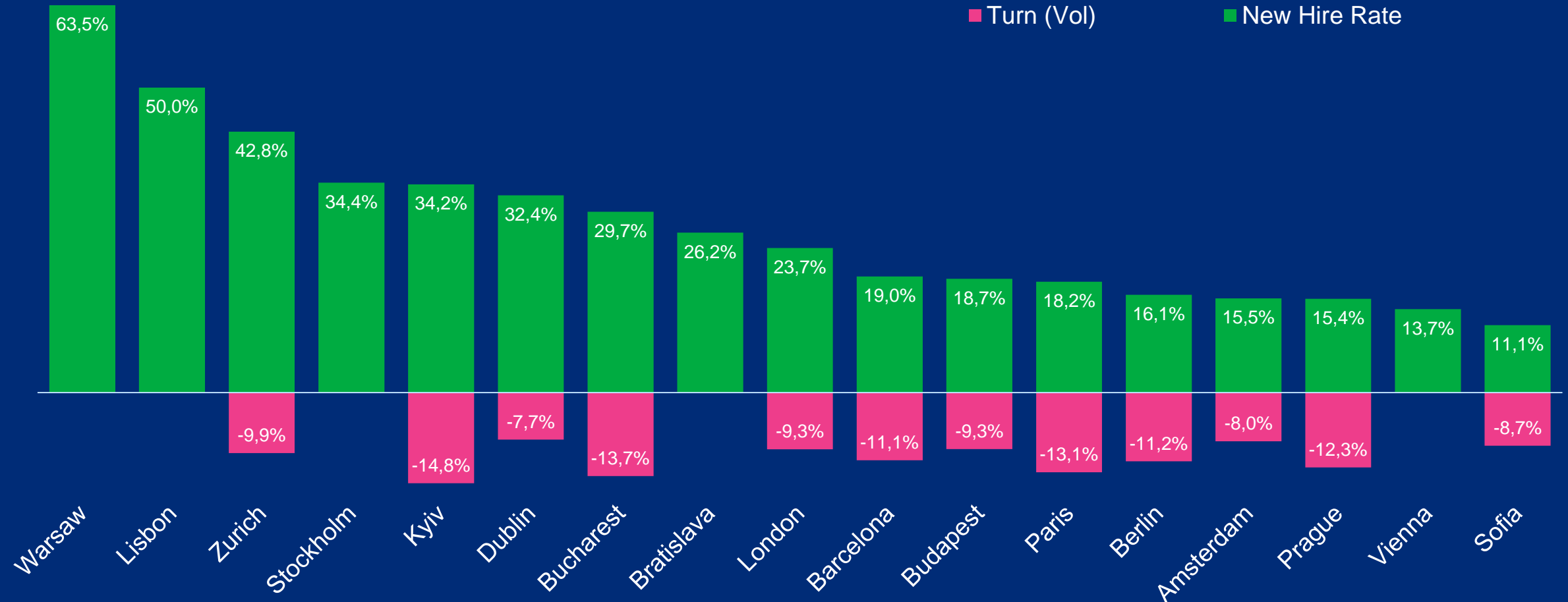


Turnover Rates



Source: Mercer | Comptryx Q1 2022

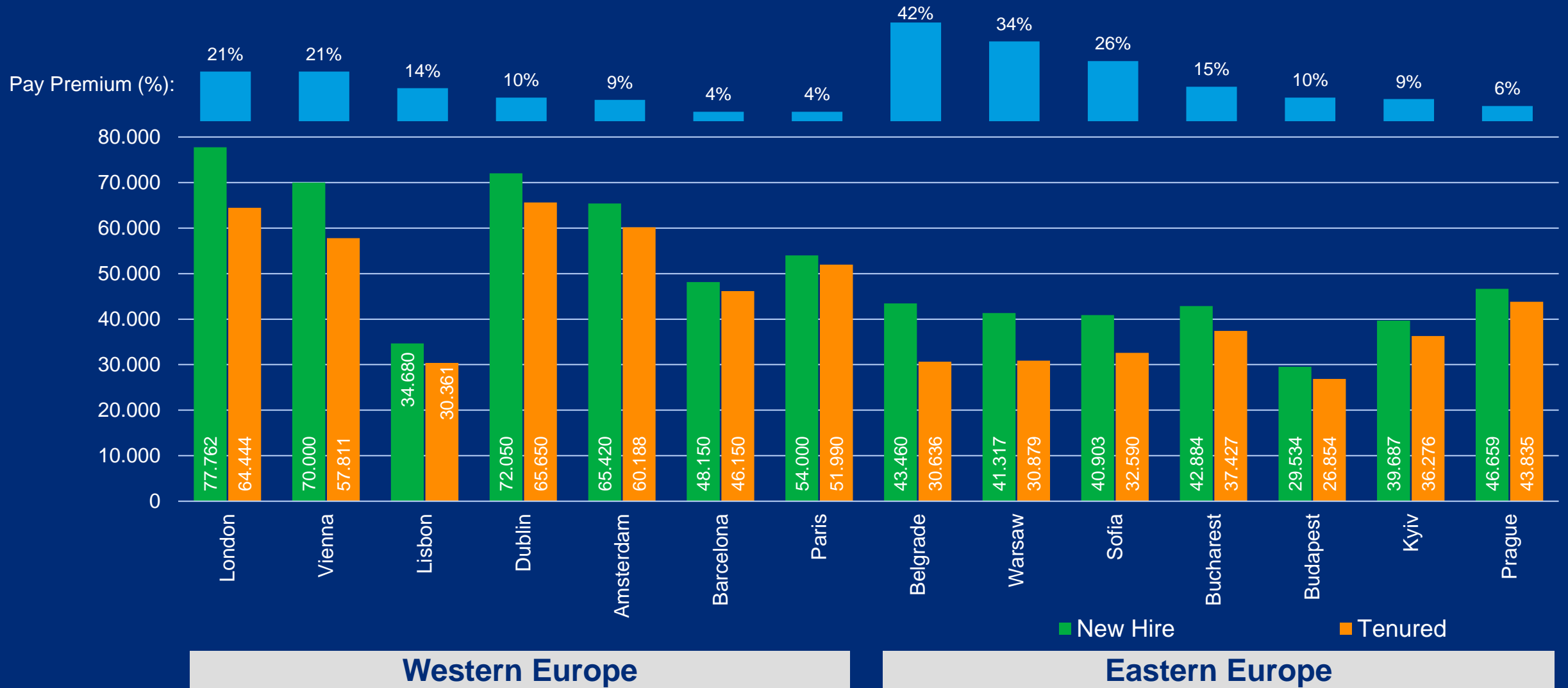
New Hire Rate vs Voluntary Turnover – R/D function / P3 by City



Source: Mercer | Comptryx Q1 2022

Onboarding key talent in the tech sector

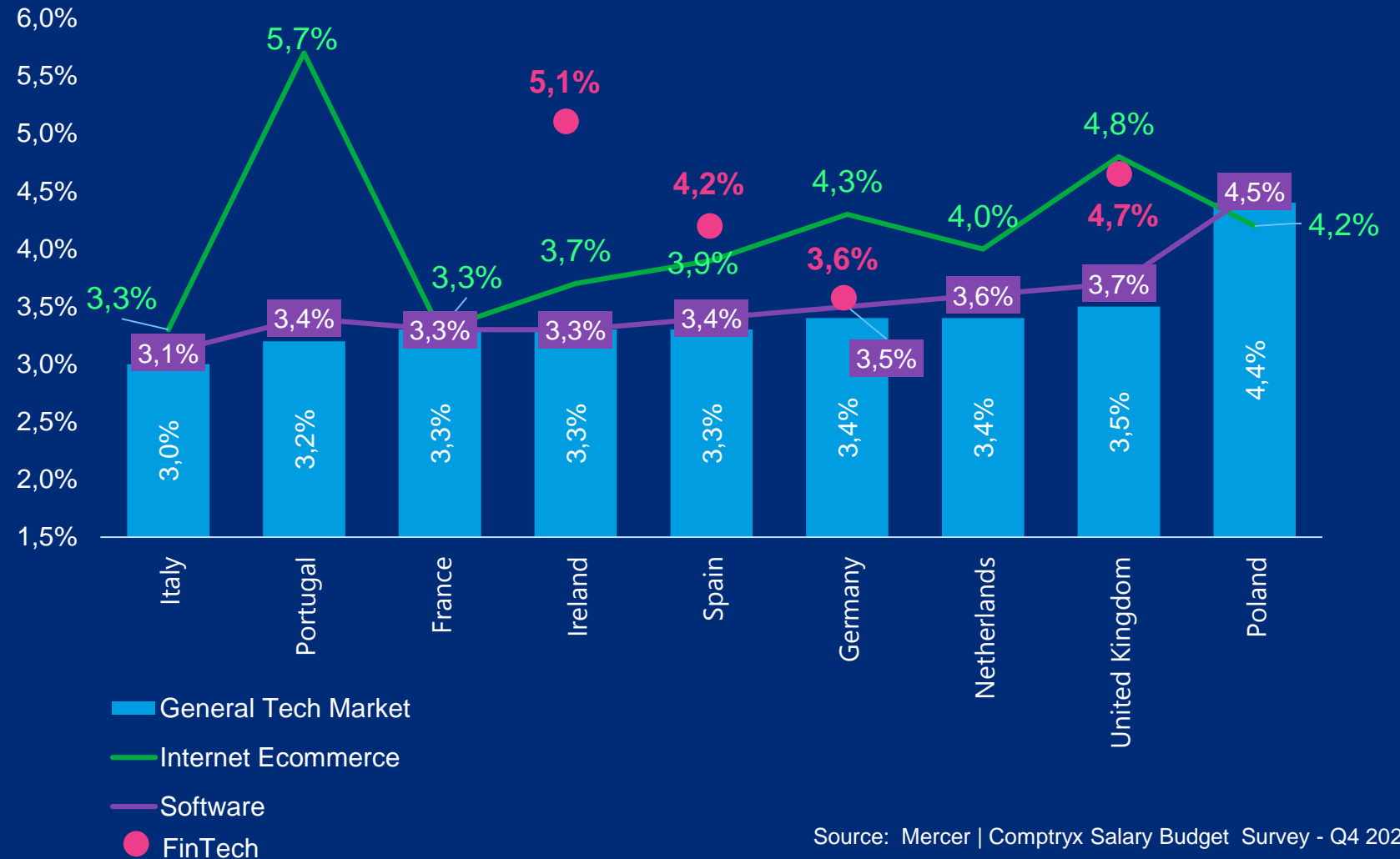
New Hire vs Tenured Staff – Fixed Base Premium (in EURO) / R&D Function / P3 by City



Source: Mercer | Comptrix Q1 2022

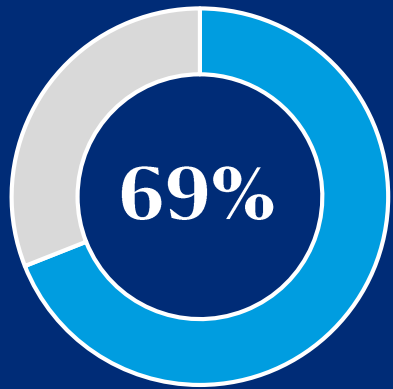
Europe – Total Salary Budget Forecast 2022 (incl. zeros)

Tech market segments continue to move at different speed!



Source: Mercer | Comptryx Salary Budget Survey - Q4 2021

Rising inflation is increasingly becoming a workforce concern. Without higher budgets, companies continue moving towards a segmented approach as they plan to differentiate increases being provided.



of organisations anticipate **differentiating increases** awarded to individuals more than previous years (n=29)

Skills, jobs & job families being targeted for differentiation:

Engineering Programming
 Software Product
 Network development
 Critical thinking
 AI & ML Analytics

Basis on which they plan to differentiate (% of organisations that plan to differentiate, n=20)



Source: Wage inflation & talent retention in the European tech industry, Q1 2022

United Kingdom Technology Sub-sector comparison

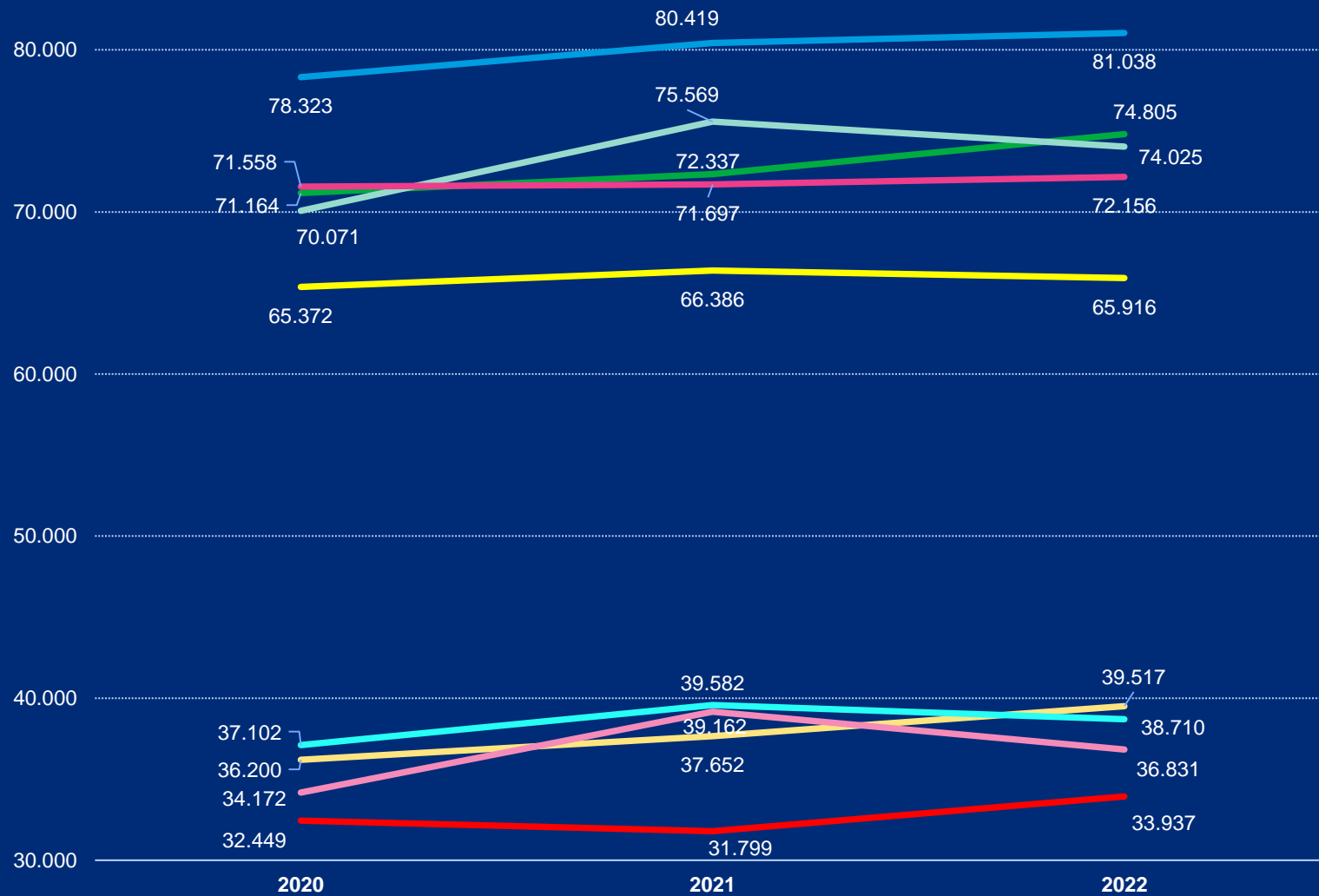
Total Direct Compensation (in GBP) / R&D Function / P3



Source: Mercer | Comptryx Q1 2022

Wage Growth 2020 to 2022; peer companies

Total Direct Compensation (in EURO) / R&D Function / P3 by Country



Same set of companies
year-on-year:
Increase 2020
to 2022

Not same set
of companies
year-on-year:
Increase 2020
to 2022

Germany	3%	0%
Ireland	5%	10%
France	6%	4%
United Kingdom	1%	3%
Netherlands	1%	1%
Ukraine	9%	4%
Poland	4%	5%
Czech Republic	8%	20%
Romania	5%	34%

Source: Mercer | Comptryx Q1 2022

