



2016 Continental European Institutional Investors Compensation Report

June 29, 2016

Executive Summary:

In this report, Greenwich Associates provides an inclusive review and analysis of compensation trends for institutional investors in Continental Europe.

The data in this report is based upon aggregated results from individuals participating in the study. The information contained in this report is self-reported and is intended for the sole purpose of personal benchmarking. All data is collected and presented in Euros.

Compensation information is broken down by job function, tenure, industry, size and type of institution, and geographic location. Change in compensation, type of compensation, paid time off, sick days, vacation rollover, and performance factors determining bonus are also highlighted.

Methodology:

This report provides detailed information on compensation information for executive and manager level positions, based on interviews from January through April 2016, for 2015 and 2016 annual compensation and is based on interviews with 608 fund officials at the largest institutional investors in Continental Europe.



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