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| **FEEDBACK TOPIC: EXECUTIVE SALARY INCREASES FOR FY25** |

**Date: June 2024**

**Question Asked:**

I would like to know if there is any information about FY25 adjustments for Executive salaries.

I appreciate that there was a question back in April about budget for annual salary increases and I have that information – thank you.

However I would appreciate if anyone is able to share – anonymously if need be – as to whether Executive salaries at their organisation are being increased or not, and if they are, what % is being proposed .

**By Whom:**  **Karen Jenkins,** Head of People and Culture, AGRF

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| **Answer** | **Provided by (please include name, position and company)** |
| Our executive salaries were all increased by 2% this year (during our ASR in April).  Our overall salaries uplift budget was 4.5% and the relatively low executive uplift was a strategic decision in order to fund bigger budgets for some of the areas of the business that needed significant market adjustments whereas our executive salaries were already well placed against their market benchmarks and they also receive a generous STI (which was paid at 122% this year due to exceeding EBITDA target). | **Anonymous** |
| Our execs will receive a 3.5% increase from 1 July 2024.  They will also get the increase in Super guarantee. | **Anonymous** |
| I recommend a check with the various salary review info providers out there, eg Mercer, &/or specifically with Industry Surveys which cover her industry.  Unless you are comparing apples with apples etc., many network responses may not be relevant to your particular business. | **Robin Pollock**  HR Consultant. |