

CEO Pay: Sector Analysis (Construction Materials)

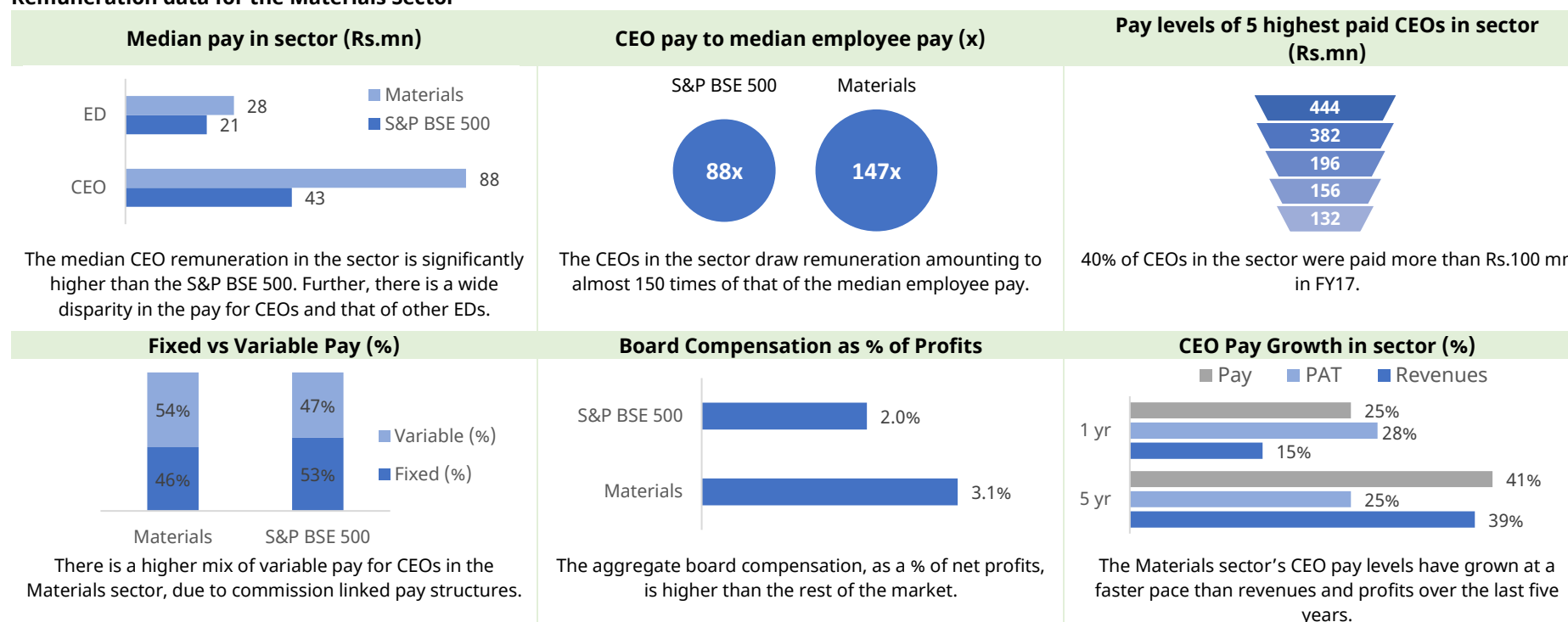
This is the time of the year when boards are called upon to fix pay levels of its members for the coming financial year. This series on CEO pay, compiled by IiAS using data from compAYre, IiAS' cloud-based pay-versus-performance tool, is aimed at sensitizing boards on the remuneration trends across the market, as a basis for determining appropriate pay structures. This eighth piece in the series is focused on pay levels in the construction materials sector.

The remuneration levels in the Construction Materials sector are high - the median pay for both CEOs and Executive Directors is well above market standards and the CEO pay to the median employee salary is close to 150 times. Four out of every 10 CEOs earned at least Rs.100 mn in the last fiscal and CEO remuneration, in aggregate, has grown at a faster pace than revenues and profits over the past five years. The sector is also characterized by the absence of women directors.

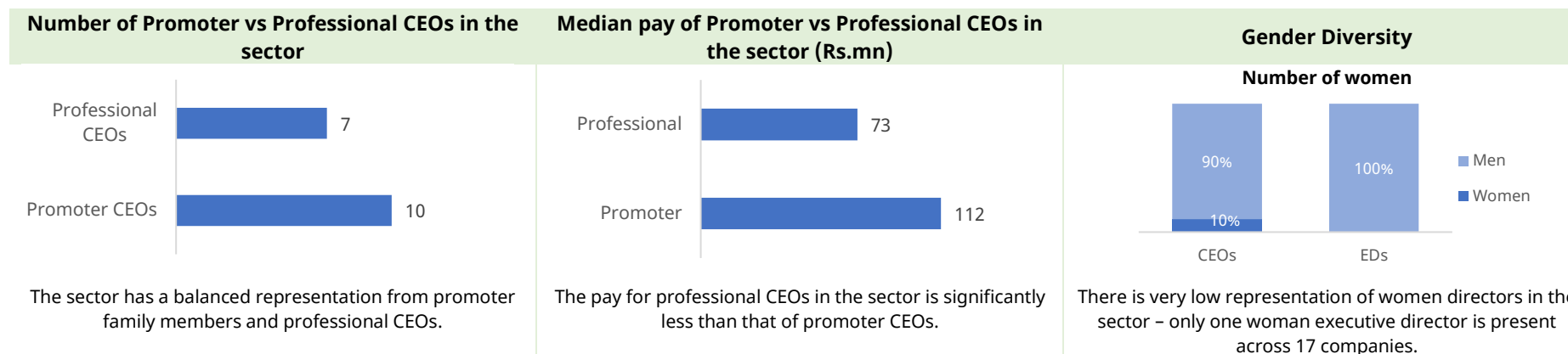
Sector Profile

No of companies in S&P BSE 500: 17	Total Market Cap: Rs.3 tn	FY17 Revenues: Rs.1166 bn	FY17 Profits after Tax: Rs.83 bn
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Remuneration data for the Materials Sector



CEO Pay Sector Analysis: Construction Materials



List of companies (Total Count: 17)

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|--|---|---|
| <ul style="list-style-type: none"> • ACC Ltd. • Ambuja Cements Ltd. • Birla Corporation Ltd. • Carborundum Universal Ltd. • Dalmia Bharat Ltd. • HSIL Ltd. | <ul style="list-style-type: none"> • Heidelberg Cement India Ltd. • The India Cements Ltd. • JK Cement Ltd. • JK Lakshmi Cement Ltd. • Kesoram Industries Ltd. • OCL India Ltd. | <ul style="list-style-type: none"> • Orient Cement Ltd. • Prism Cement Ltd. • The Ramco Cements Ltd. • Shree Cement Ltd. • Ultratech Cement Ltd. |
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Disclosures:

- Data has been sourced from annual reports for the S&P BSE 500 companies and compiled using IiAS' proprietary pay analytics platform, compPAYre
- Data pertains to CY2016 or FY2016-17 (depending on financial year-end for respective companies)
- PSUs have been excluded from the analysis
- Fair value of stock options granted has been included while calculating overall pay
- The pay growth chart pertains only to directors who have been on the board for the past five years

About compPAYre:



compPAYre

IiAS' proprietary pay analytics platform, compPAYre gives access to historical remuneration and performance data for executive directors across the S&P BSE 500 companies.

CEO Pay Sector Analysis: Construction Materials

A modified version of this report was published by Mint on 14 May 2018. You can read the earlier reports by clicking the links below:

Part 1: [Indian CEO salaries outpace performance](#)

Part 2: [Bridging the pay gap](#)

Part 3: [CEO Pay Sector Analysis: Private Banks](#)

Part 4: [CEO Pay Sector Analysis: Automobiles](#)

Part 5: [CEO Pay Sector Analysis: Healthcare](#)

Part 6: [CEO Pay Sector Analysis: IT](#)

Part 7: [CEO Pay Sector Analysis: FMCG](#)

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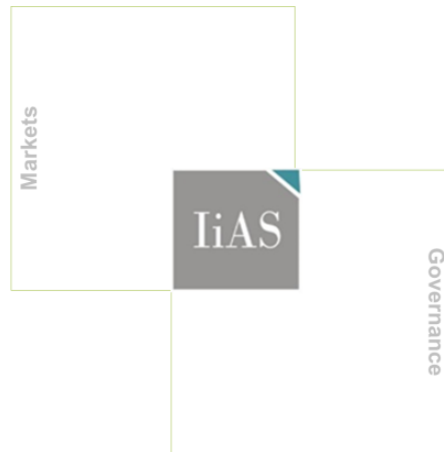
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