

8 May 2023

MEDIA RELEASE

AIRA RELEASES BIENNIAL INVESTOR RELATIONS REMUNERATION & RESPONSIBILITIES STUDY ON AUSTRALASIAN LISTED ENTITIES

Record growth in investor relations roles and remuneration

Today the Australasian Investor Relations Association (AIRA) has released its 15th Investor Relations and Responsibilities Study.

The median Total Fixed Remuneration (TFR*) reported by investor relations officers (IROs) in Australasia was \$350,000 to \$375,000, a 16% increase since the previous survey completed in 2020 where the median TFR reported was \$301,000 to \$325,000. ASX 50 companies median TFR was \$425,000 to \$450,000, an increase of 13% from 2020, and NZX 50 companies median TFR increased by 10% to \$275,000 to \$300,000.

In addition to TFR the majority of respondents received short and long-term incentives. 93% reported receiving a short-term incentive, with the median, as a percentage of salary, being 21-30%. In addition, 76% of respondents received a long-term incentive with the median, as a percentage of salary, being 11-20%.

“Coming out of COVID, listed entities are requiring the services of good strategic investor relations support more and more. This is reflected in the demand for talent and the significant growth in remuneration we’ve seen since the last survey in 2020”, AIRA’s Chief Executive Officer Mr Ian Matheson said.

The number one challenge for IROs was “*Acquiring the resources, including time, to fulfil demand for IR services*”, which was number three in 2020. This can largely be attributed to the increased demands being placed on listed entities regarding elevated investor engagement requirements following the return of travel, and increased focus towards ESG and Sustainability.

Notably, Bachelor degrees in accounting, finance, business, commerce economics along with AIRA Diploma of Investor Relations, and other AIRA training were considered the most relevant for the role of Investor Relations by respondents.

“We are delighted to see that over a quarter of respondents have completed industry specific training such as the Diploma of Investor Relations”, AIRA’s Chief Executive Officer Mr Ian Matheson said, “this strengthens market confidence in best practice IR and is a step towards the higher-level designation for their IR teams.”

Other notable findings from the survey included:

- 38% of respondents had recruited since the last survey. Up from 23% in 2020.
- Median TFR for IR roles reporting into IR were (\$,000):

Investor Relations Manager	\$200 - \$225
Investor Relations Manager – Retail	\$125 - \$225
Investor Relations Manager - Institutional	\$275 - \$300
Investor Relations Officer	\$150 - \$175
Investor Relations Analyst	\$175 - \$200
ESG Manager	\$175 - \$200
Investor Relations Co-ordinator	\$125 - \$150
Investor Relations Assistant	\$85 - \$100

Please refer to the full report to see STI and LTI ranges for these roles.

The study was the 15th review of IROs in Australia and New Zealand. It was based on the results of questions sent in November 2022 to 197 investor relations practitioners across a broad range of companies listed on the Australian Securities Exchange and New Zealand Securities Exchange. Responses were received from 81 listed entities. Some 70 percent of respondents were from ASX 100 companies, 44 percent were 40-49 years old, and 38 percent of them were female. Respondents had worked as an in-house IR for a median of 5-10 years.

Footnote:

* Total fixed remuneration (TFR) comprises annual salary plus superannuation and fringe benefits excluding any short-term and long-term incentive payments (such as cash bonus, shares, options or share performance rights).

End.

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About AIRA

The Australasian Investor Relations Association (AIRA) was established in 2001 to advance the awareness of and best practice in investor relations in Australia and New Zealand and thereby improve the relationship between listed entities and the investment community. The Association's 160 corporate members now represent over A\$1.2 trillion of market capitalisation, over 80% of the total market capitalisation of companies listed on ASX.

For more information, visit www.australasianir.com.au

Media Release



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PLEASE BE ADVISED

1. The Executive Summary is available free of charge to all AIRA Members.
2. Full Survey Results are only available to Members who have completed the survey.

You will need to log-in to the AIRA website www.australasianir.com.au to download both documents.