Mercer welcome to brighter

Enabling equitable pay policies with TRS Pay Gap Detector

A high-level analysis based on submitted Total Remuneration Survey data for 2023

Introducing our TRS Pay Gap Detector

Use this to get a sense of your organization's pay gap risk

What are the benefits?

Get an **indication of where your company has pay gap risks** so you can take action.

Understand your company's position in relation to the market for both adjusted and unadjusted pay gaps (countries/regions/industries).

Prepare for the EU Directive on Equal Pay and Pay Transparency.

Get insights for building your **DEI/ESG strategy**.

Save time with a **single TRS data submission** and validation process.

What you need to do:

- Submit full TRS data covering **gender** and **four standard factors**:
  - Work experience (age minus 21 years)
  - Tenure within the organization
  - Job family
  - Position class

Reach out to your Mercer consultant to request your standard reports or custom analysis.

TRS Pay Gap Detector is a starting point for a **customized pay equity analysis** which can include:

Additional explanatory factors (for example, performance)

A remediation strategy/outlier review

Local legislation compliance

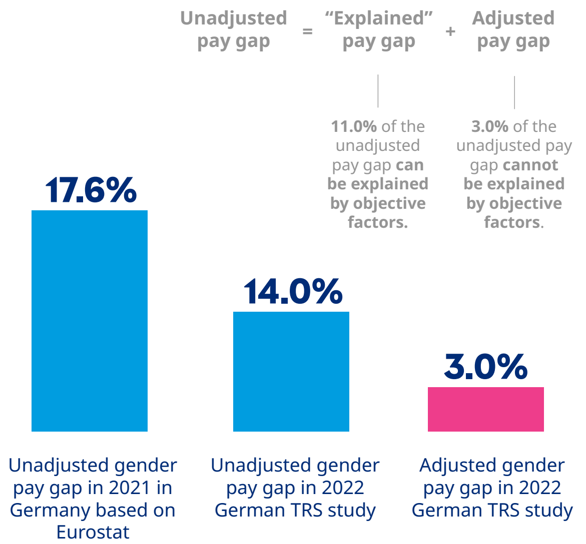
Certification

What will I receive?

- Your company's adjusted and unadjusted gender pay gap based on actual direct compensation
- Insights into the standard factors influencing pay gaps (i.e. work experience, tenure and position class)
- A comparison of your company to the market
- Overview of pay gaps by career stream and job family
- Different report opportunities: company, country, region and industry

Overview of results

Example



Reports for your TRS 2023 submission become available with the official TRS 2023 publication date (Q3 2023 for most countries).

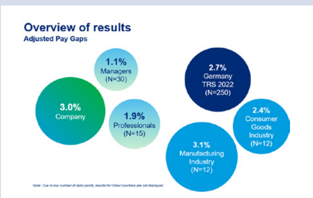
Reports*	Participant	Nonparticipant
Your company versus market data (country/industry/region)	€3,000	Upon request
Market insights (country/industry/region)	€2,000	€3,800

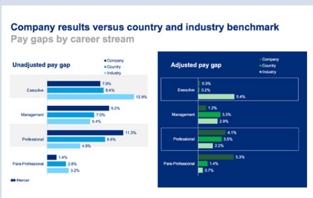
* 10% discount for multiple reports.

Note: Participant pricing based on TRS data submission only. If you wish to resubmit/update data, regular pay equity analysis pricing will apply.

Report options:

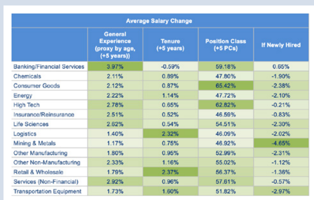
Company versus market data

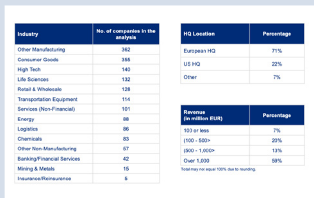




Available for more than 28 European countries

Country/Industry/Regional insights





Available for the majority of industries in Europe

Please reach out to your local consultant to learn more about your options.

About Mercer

At Mercer, we believe in building brighter futures.

Together, we're redefining the world of work, reshaping retirement and investment outcomes, and unlocking real health and well-being. We do this by meeting the needs of today and tomorrow. By understanding the data and applying it with a human touch. And by turning ideas into action to spark positive change.

For more than 70 years, we've been providing trusted advice and solutions to build healthier and more sustainable futures for our clients, colleagues and communities.

Welcome to a world where economics and empathy make a difference in people's lives.

Welcome to brighter.

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