

EXECUTIVE SUMMARY

2027 Salary Increase Outlook

SCOPE is the salary increase survey built for private equity portfolio companies - PE-specific intelligence on salary increases and compensation priorities across nine countries and four employee levels.

3.5%

Projected average salary increase for the U.S. workforce in 2027, broadly in line with the 2026 projection and actuals.

346

Portfolio companies participated
+21% vs. prior year

9

Countries covered

4

Employee levels, executive to hourly / support

Projected salary increases - eight representative countries

COUNTRY	2026 ACTUAL	2027 PROJECTED
India	8.2%	8.6%
United Kingdom	3.9%	3.5%
Japan	3.8%	3.6%
Netherlands	3.8%	3.2%
Canada	3.5%	3.2%
Australia	3.3%	3.2%
Germany	3.2%	3.2%
France	3.1%	2.6%

India is the only market projecting an increase; other markets are flat to lower.

GUIDANCE & PRIORITIES

What It Means for You

Insightory guidance - U.S. base salary increases

Apply a band when two or more of its factors are present.

LOW 2.5 - 3.1% Hiring is flat or frozen · attrition below industry average · profitability needs to improve Healthcare	MID 3.2 - 3.8% Normal hiring pace · attrition in line with industry · profitability within long-term goals Technology	HIGH 3.9 - 4.5% Aggressive hiring plans · attrition above industry average · growth prioritized over profitability Energy
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2027 compensation priorities

Pay for performance ranks first by a wide margin.

Aligning pay with performance		36%
Pay competitiveness for critical talent		19%
Creating or updating job architectures		15%

Beyond the median

Industry median is the starting point. Companies should explore where they want to position based on the reality of their business and talent market. 25th percentile is 3.0% and 75th is 4.0%.

Differentiation is uneven

72% of companies say pay is only somewhat aligned with performance. 29% apply no individual differentiation to bonuses. Higher differentiation on merit increases than on bonus payouts.

Based on aggregated SCOPE survey results across participating companies and intended for general informational purposes only. These figures should not be interpreted as company-specific guidance or recommendations; individual company circumstances may require numbers lower or higher than those shown here.