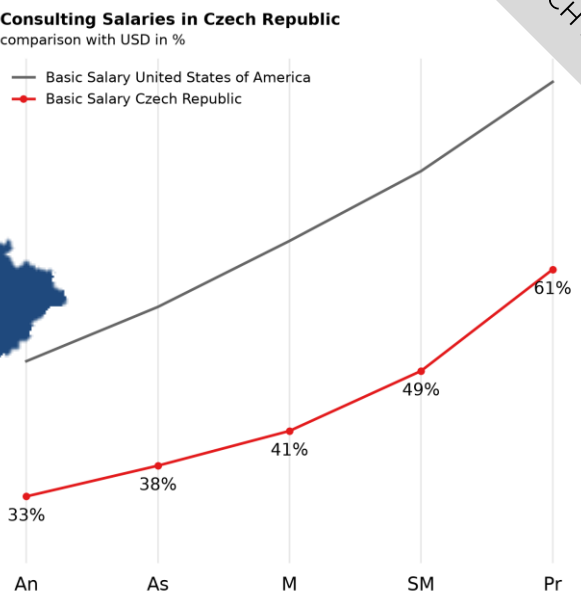
CZECH REPUBLIC

SNAPSHOT:

CONSULTING MARKET STATISTICS

CZECH REPUBLIC





VENCON RESEARCH INTERNATIONAL

Firms in analysis: 12

Lines of Business (LoBs) in analysis: up to 40, excluding Pure Strategy Consulting.

Year-on-year market headcount change (2024 to 2025)	+3%

Lines of Business

	1st	2nd	3rd
Top 3 highest paying LoBs (excluding Pure Strategy)	**IT Infrastructure Consulting**	**IT Risk & Cybersecurity Consulting**	**Strategy-Oriented Management Consulting**
Top 3 LoBs by headcount	**Operations-Based Management Consulting**	**IT Implementation Consulting**	**Strategy-Oriented Management Consulting**
Top 3 LoBs by year-on-year headcount growth (2024 to 2025)	**AI Consulting**	**Risk Advisory Services**	**Energy, Environment, Sustainability Consulting**

Consultant Career

Starting salary with BA in 2025*	**25th percentile**	CZK 580k	**75th percentile**	CZK 705k
Starting salary with MA in 2025*	**25th percentile**	CZK 680k	**75th percentile**	CZK 778.8k
Average time from Analyst to Partner	27.5 years			

Market Pay Level

Median Analyst salary vs. USA*	33%
Median Associate salary vs. USA*	38%
Median Manager salary vs. USA*	41%
Median Senior Mgr salary vs. USA*	49%
Median Principal salary vs. USA*	61%

Avg. Median Bonus across all LoBs and levels (achieved bonus as percentage of fixed salary)	15%

*Note: Salary data, including starting salaries, range widely across lines of business; these figures should not be taken as indicative in relation to a specific benchmarking report. Current 2026 figures, differentiated by LoB are available from Vencon Research.

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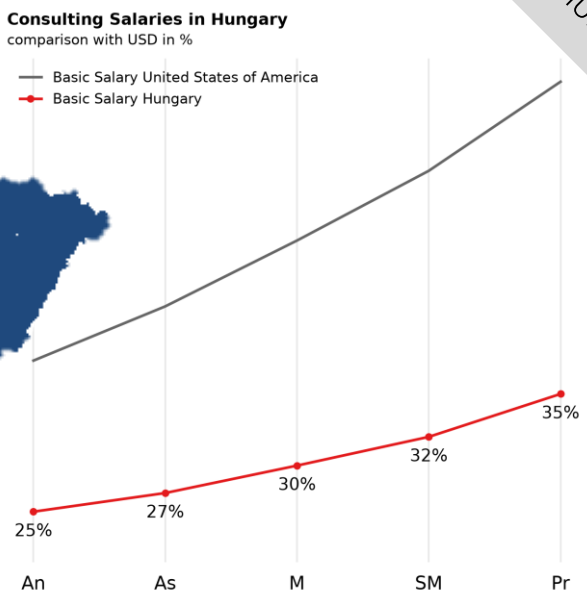
HUNGARY

SNAPSHOT:

CONSULTING MARKET STATISTICS



HUNGARY



VENCON RESEARCH INTERNATIONAL

Firms in analysis: 16

Lines of Business (LoBs) in analysis: up to 40, excluding Pure Strategy Consulting.

Year-on-year market headcount change (2024 to 2025)	+2%

Lines of Business	1st	2nd	3rd
Top 3 highest paying LoBs (excluding Pure Strategy)	**Strategy-Oriented Management Consulting**	**IT Infrastructure Consulting**	**IT Implementation Consulting**
Top 3 LoBs by headcount	**Audit Services**	**Strategy-Oriented Management Consulting**	**IT Implementation Consulting**
Top 3 LoBs by year-on-year headcount growth (2024 to 2025)	**Audit Services**	**Strategy-Oriented Management Consulting**	**Operations-Based Management Consulting**

Consultant Career				
Starting salary with BA in 2025*	**25th percentile**	HUF 6.6m	**75th percentile**	HUF 7.5m
Starting salary with MA in 2025*	**25th percentile**	HUF 7.5m	**75th percentile**	HUF 8.6m
Average time from Analyst to Partner	26 years			

Market Pay Level	
Median Analyst salary vs. USA*	25%
Median Associate salary vs. USA*	27%
Median Manager salary vs. USA*	30%
Median Senior Mgr salary vs. USA*	32%
Median Principal salary vs. USA*	35%

Avg. Median Bonus across all LoBs and levels (achieved bonus as percentage of fixed salary)	8%

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POLAND

SNAPSHOT:

CONSULTING MARKET STATISTICS



POLAND

Firms in analysis: 20

Lines of Business (LoBs) in analysis: up to 40, excluding Pure Strategy Consulting.



VENCON RESEARCH INTERNATIONAL

Year-on-year market headcount change (2024 to 2025)	+2%

Lines of Business	1st	2nd	3rd
Top 3 highest paying LoBs (excluding Pure Strategy)	**IT Infrastructure Consulting**	**Strategy-Oriented Management Consulting**	**Big Data and Analytics**
Top 3 LoBs by headcount	**Operations-Based Management Consulting**	**IT Implementation Consulting**	**Strategy-Oriented Management Consulting**
Top 3 LoBs by year-on-year headcount growth (2024 to 2025)	**IT Infrastructure Consulting**	**Big Data and Analytics**	**Operations-Based Management Consulting**

Consultant Career				
Starting salary with BA in 2025*	**25th percentile**	PLN 86k	**75th percentile**	PLN 108k
Starting salary with MA in 2025*	**25th percentile**	PLN 101k	**75th percentile**	PLN 124k
Average time from Analyst to Partner	25 years			

Market Pay Level	
Median Analyst salary vs. USA*	32%
Median Associate salary vs. USA*	39%
Median Manager salary vs. USA*	45%
Median Senior Mgr salary vs. USA*	46%
Median Principal salary vs. USA*	52%

Avg. Median Bonus across all LoBs and levels (achieved bonus as percentage of fixed salary)	11%

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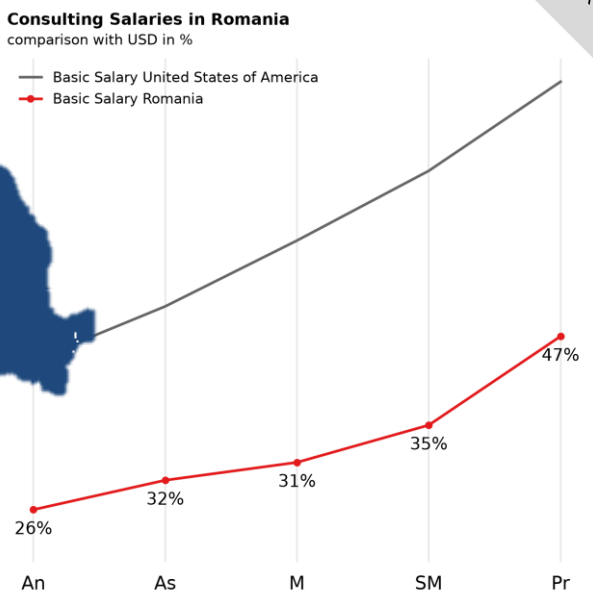
ROMANIA

SNAPSHOT:

CONSULTING MARKET STATISTICS

ROMANIA





Firms in analysis: 17

Lines of Business (LoBs) in analysis: up to 40, excluding Pure Strategy Consulting.

Year-on-year market headcount change (2024 to 2025)	+2%

Lines of Business	1st	2nd	3rd
Top 3 highest paying LoBs (excluding Pure Strategy)	**IT Implementation Consulting**	**Big Data and Analytics**	**Strategy-Oriented Management Consulting**
Top 3 LoBs by headcount	**IT Implementation Consulting**	**Operations-Based Management Consulting**	**Audit Services**
Top 3 LoBs by year-on-year headcount growth (2024 to 2025)	**Risk Advisory Services**	**Big Data and Analytics**	**Audit Services**

Consultant Career				
Starting salary with BA in 2025*	**25th percentile**	RON 87.5k	**75th percentile**	RON 105k
Starting salary with MA in 2025*	**25th percentile**	RON 120k	**75th percentile**	RON 167.4k
Average time from Analyst to Partner	27 years			

Market Pay Level	
Median Analyst salary vs. USA*	26%
Median Associate salary vs. USA*	32%
Median Manager salary vs. USA*	31%
Median Senior Mgr salary vs. USA*	35%
Median Principal salary vs. USA*	47%

Avg. Median Bonus across all LoBs and levels (achieved bonus as percentage of fixed salary)	11%

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