

Additional Compensations for the role of Software Engineer in Berlin Area, Germany

| Compensation type | Median amount | Range (min - max) | |
|---|-------------------|-------------------|------------|
| Annual bonus 21% of respondents receive this | €3,000/yr | €1K | €8K |
| Sign-on bonus 5% of respondents receive this | €5,000 | €2K | €15K |
| Stock options 5% of respondents receive this | €4,500 /yr | €500 | €10K |
| Does this look accurate? | | Send additional | l feedback |

Software Engineer Munich Area, Germany €56,000/yr

Software Engineer London, United Kingdom £45,000/yr

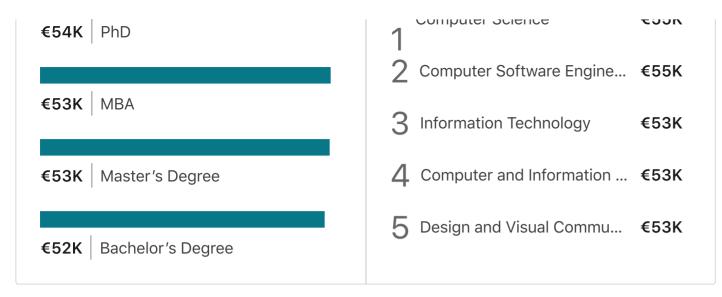
Software Engineer Frankfurt Am Main Area, Germany €51,200/yr

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| Company salaries for Software Engineer in Berlin Area, Germany | | | |
|--|---|---------------------|-------------------|
| | Company | Median base salary | Range (min - max) |
| aws | Amazon Web Services 4 salaries reported | €64,500 /yr | €46K - €91K |
| тоттот | TomTom 6 salaries reported | €64,300 /yr | €43K - €96K |
| zalando | Zalando SE 55 salaries reported | €60,000/yr | €50K - €68K |
| Halla Aglala | HELLA Aglaia Mobile Vision GmbH 6 salaries reported | €59,600 /yr | €45K - €79K |
| _ | Amazon 7 salaries reported | €59,000 /yr | €44K - €79K |
| there | HERE Technologies 15 salaries reported | €56,700 /yr | €49K - €65K |
| N | Native Instruments 8 salaries reported | € 51,200 /yr | €43K - €61K |
| SAP | SAP 6 salaries reported | €49,900 /yr | €42K - €59K |
| | Capgemini | €47,300 /yr | €41K - €55K |

| | 9 salaries reported | | |
|---------|----------------------------------|--------------------------|-----------|
| adesso | adesso AG 4 salaries reported | €39,900/yr €2 | 7K - €60K |
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| Compar | ny size | Industry | |
| €58K | 10,001+ employees | 1 Media & Communications | €58K |
| | | 2 Software & IT Services | €54K |
| €54K | 201-1,000 employees | 3 Manufacturing | €54K |
| €54K | 1,001-10,000 employees | 4 Finance | €53K |
| €52K | 1-200 employees | 5 Consumer Goods | €53K |
| Educati | on level | Field of study | |
| | | Computer Science | 455V |



| Top paying locations for Software Engineer | | | |
|--|---|--------------------|-------------------|
| | Location | Median base salary | Range (min - max) |
| 1 | Munich Area, Germany 991 salaries reported | €56,000/yr | €43K - €75K |
| 2 | Konstanz Area, Germany 50 salaries reported | €55,100/yr | €41K - €74K |
| 3 | Stuttgart Area, Germany 540 salaries reported | €54,400/yr | €43K - €70K |
| 4 | Berlin Area, Germany 896 salaries reported | €53,000/yr | €40K - €67K |
| | Ulm Area, Germany 78 salaries reported | €53,000 /yr | €39K - €73K |

| 5 | | | | | |
|--|---|-----------|--|-----------------------|--|
| 6 | Hamburg Area, Ger 246 salaries reported | many | €52,000/ | yr €40K - €69K | |
| 7 | Frankfurt Am Main A Germany 462 salaries reported | Area, | €51,200 / <u>y</u> | yr €40K - €70K | |
| 8 | Cologne Area, Germ 423 salaries reported | nany | €51,000/ | yr €40K - €68K | |
| 9 | Mannheim Area, Ge 241 salaries reported | rmany | €50,500/ | yr €40K - €65K | |
| 10 | Nürnberg Area, Ger 212 salaries reported | many | €50,000/ | yr €37K - €66K | |
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