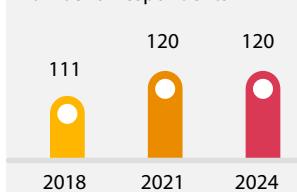


# PwC Channel Islands NED Remuneration Survey 2024

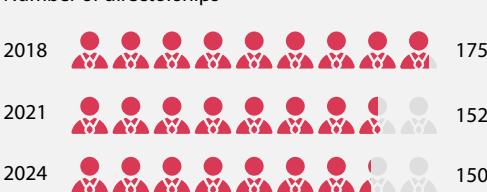
Comparing the highlight results for 2024, 2021 and 2018

## Respondents

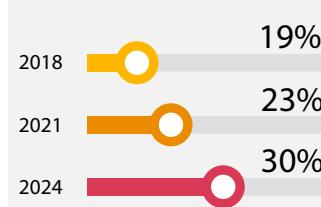
### Number of respondents



### Number of directorships



### % of Female respondents



### Significant entities



### Ratio of respondents from Guemsey and Jersey

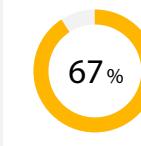


## Diversity



respondents believe their presence on the board adds to its diversity.

## More time needed



of respondents believe the same role now requires more time.

## Remuneration total

Year	Average day rate per entity	Average day rate per Listed entity	Average day rate per Unlisted entity	Average fee per entity	Average fee for a Listed position	Average fee for an Unlisted position	Average days worked per entity
2018	£1,726	£1,554	£1,487	£31,219	£38,540	£21,119	18
2021	£1,609	£1,540	£1,472	£42,444	£43,760	£34,450	26
2024	£1,717	£1,735	£1,707	£38,197	£56,252	£32,538	22

## Remuneration by gender

### Men's day rates

Year	Men's day rates
2021	£2,081
2024	£2,026

### % difference

2021  
36.28%



### Women's day rates

Year	Women's day rates
2021	£1,326
2024	£1,271

Pay gap has increased since the last survey

### NEDs believe the median fee for a Listed position is

