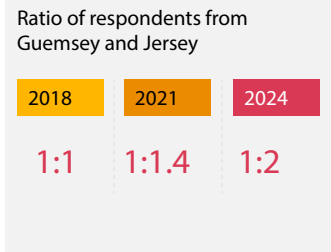
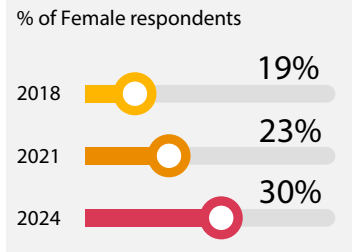
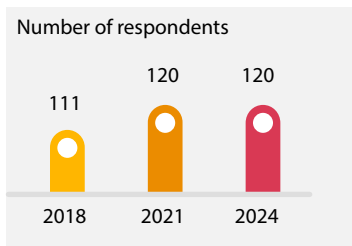


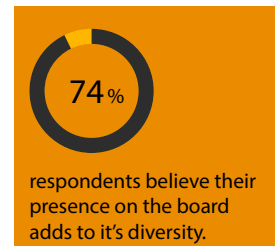
PwC Channel Islands NED Remuneration Survey 2024

Comparing the highlight results for 2024, 2021 and 2018

Respondents



Diversity



More time needed



Remuneration total

	2018	2021	2024
Average day rate per entity	£1,726	£1,609	£1,717
Average day rate per Listed entity	£1,554	£1,540	£1,735
Average day rate per Unlisted entity	£1,487	£1,472	£1,707
Average fee per entity	£31,219	£42,444	£38,197
Average fee for a Listed position	£38,540	£43,760	£56,252
Average fee for an Unlisted position	£21,119	£34,450	£32,538
Average days worked per entity	18	26	22
Average days worked per Listed entity	25	28	32
Average days worked per Unlisted entity	14	23	19
Majority believe remuneration levels are 'about right'	✓	✓	✓

Remuneration by gender

Men's day rates	
2021	£2,081
2024	£2,026
Women's day rates	
2021	£1,326
2024	£1,271

% difference

2021 36.28%

2024 37.28%



NEDs believe the median fee for a Listed position is

	2018	2021	2024
	£40,000	£45,000	£50,000
% on a fixed fee basis	83	81	79
% with no review policy	47	46	29

Pay gap has increased since the last survey