

Respondents

Number of respondents

2015 **89** 2018 **111** 2021 **120**

% of Female respondents

10% 19% 23%

No. of directorships



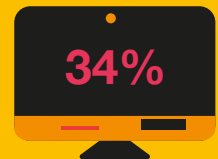
Significant Entities

2015	441
2018	347
2021	198

Ratio of respondents from Guernsey & Jersey

2015	2018	2021
1:1	1:1	1:1.4

Digital Skills



of respondents invested in digital skills in the last 12 months

PwC Channel Islands NED Remuneration Survey 2021

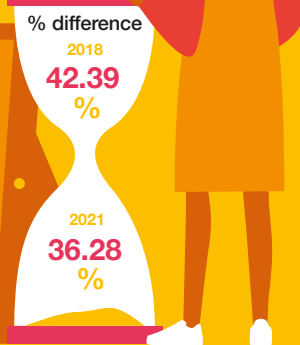
Comparing the results highlights for 2021, 2018 and 2015

Remuneration Gender

2018 2021

Men's day rates
£2,175 £2,081

Women's day rates
£1,253 £1,326



Pay gap is decreasing but is still of concern

NEDS believe the median fee for a Listed position is

2015	2018	2021
£30,000	£40,000	£45,000

	2015	2018	2021
% on a fixed fee basis	87	83	81
% with no review policy	41	47	46

Remuneration Total

2015	2018	2021
Average day rate per entity £1,775	Average day rate per entity £1,726	Average day rate per entity £1,609
Average day rate per Listed entity £1,380	Average day rate per Listed entity £1,554	Average day rate per Listed entity £1,540
Average day rate per Unlisted entity £1,486	Average day rate per Unlisted entity £1,487	Average day rate per Unlisted entity £1,472
Average fee per entity £30,000	Average fee per entity £31,219	Average fee per entity £42,444
Average fee for a Listed position £37,400	Average fee for a Listed position £38,540	Average fee for a Listed position £43,760
Average fee for an Unlisted position £21,700	Average fee for an Unlisted position £21,119	Average fee for an Unlisted position £34,450

2015	2018	2021
Average days worked per entity 17	Average days worked per entity 18	Average days worked per entity 26

	2015	2018	2021
Average days worked per Listed entity	27	25	28
Average days worked per Unlisted entity	15	14	23

Majority believe remuneration levels are 'about right'

