

PwC Channel Islands NED Remuneration Survey 2018

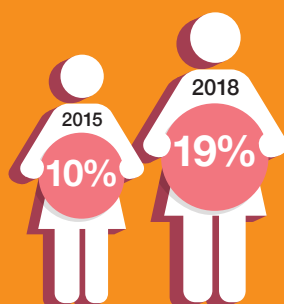
Comparing the results highlights for 2018 and 2015

Overview

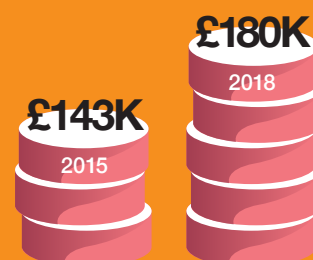
A clear correlation between years of experience and total remuneration



Average days worked per LSE premium Listed Entity (14.2 (14.6) per unlisted entity)



19% of respondents are Female (10% in 2015)



Average annual remuneration for NED related activities

Respondents

2015	2018
89 NEDs	111 NEDs
441 Significant Entities*	347 Significant Entities*
1,646 directorships	1,750 directorships
Respondents from Guernsey and Jersey close to 1:1	Respondents from Guernsey and Jersey close to 1:1

*A Significant Entity is, for example, a Fund in a PE Group Structure, not an SPV or Corporate

Arrangements

2015	2018
87% are on a fixed fee basis 41% have no review policy	83% are on a fixed fee basis 47% have no review policy
NEDs believe the median fee for a listed position is £30,000	NEDs believe the median fee for a listed position is £40,000
The actual average fee for a listed position is £37,400 and an unlisted position is £21,700	The actual average fee for a listed position is £40,977 and an unlisted position is £21,833

Pay

2015	2018
Majority believe remuneration levels are 'about right'	Majority believe remuneration levels are 'about right'
Total Annual NED income ranges from £4K to over £500K	Total Annual NED income ranges from £12K to over £601K