



2024 / 2025 BOARD OF DIRECTORS COMPENSATION REPORT

by: **TOTAL COMPENSATION SOLUTIONS, LLC**

Total Compensation Solutions is pleased to announce the availability of the 2024 / 2025 Board of Directors Compensation Report. The report includes Board data from proxies of 2,718 public companies from thirteen industries: Banking, Biotechnology, Consumer Discretionary, Consumer Staples, Energy, Financial, Healthcare, Insurance, Leisure, Media, Real Estate, Technology, and Utilities. The report includes the following information:

Comp Data by Industry and Revenue:

Topics:

- Board Compensation for Chairman, Lead Director and Regular Member:
 1. Avg., 25th, 50th, 75th Percentiles
 2. Retainers, Per Meeting Fees & TCC
 3. Stock Compensation (Awards & Options)
 4. Initial Stock Grants
 5. Committee Compensation
 6. Eleven Industry Sector Breakdowns
- Policies & Practices
 1. Board Structure
 2. Committee Structure
 3. Age Demographics
 4. Gender Demographics
 5. Years of Service

Reference Section:

- Role of Board of Directors
- Role of Lead Director
- Typical Charter for Board Committees
- Governance Issues and Regulatory Agencies
- Total Compensation Determination

13 Industry Cuts:

- Banking
- Biotech
- Consumer Discretionary
- Consumer Staples
- Energy
- Financial
- Healthcare
- Insurance
- Leisure
- Media
- Real Estate
- Technology
- Utilities

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The 2024/2025 Board of Directors Compensation Report is currently available. Please complete the required information and return this form via email: tbailey@total-comp.com.

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