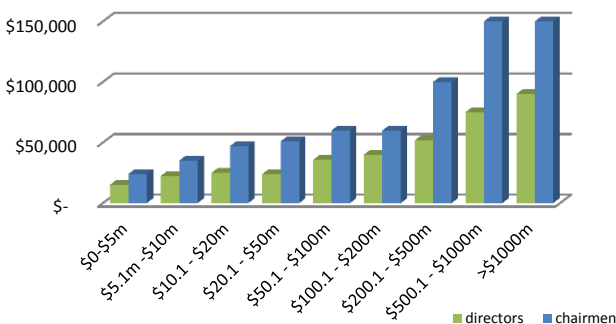
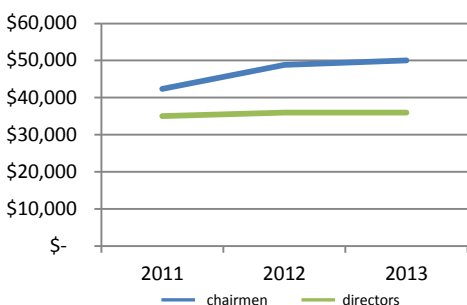


The Institute of Directors (IoD) in conjunction with dsd Consulting has released their 2013 IoD Directors' Fees Report. The report is a key source of information on director remuneration trends in the New Zealand market. This infographic is a snapshot of the results of the survey. The full report can be purchased from dsd Consulting – surveys@dsd.co.nz.

Directors and Chairmen

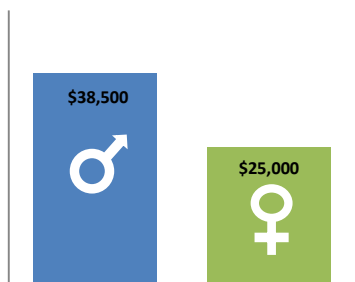
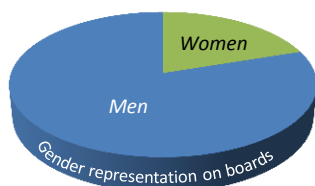
The median fee for a non-executive director remained static at \$36,000 while the median fee for a non-executive chairman increased 2.4% to \$50,000.



For both non-executive chairmen and directors there is a clear correlation between the value of shareholder funds of the organisation and remuneration, as shown in the graph on the left.

Women on Boards

Overall, female directors represented 19.9% of the total sample, a solid increase from last year when women made up 17.3% of the sample. Looking at non-executive roles on the board 13% of chairmen and 23% of directors were women.



The variance in the median fee for non-executive directors by gender (as shown in the graph on the left) is a reflection of the types of boards women serve on. 42% of individuals serving on not-for-profit boards in the survey were women.

Survey Sample



Public vs Private

The variance between the median fee for a non-executive director of a state-owned enterprise (SOE) and a private listed company is shown in the graph below.



10.5% Respondents that receive **no payment** for their service on boards

6 The average number of **individuals on a board**

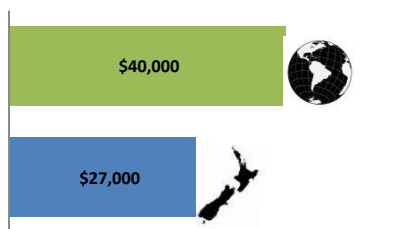
59% Respondents that were **satisfied with their remuneration**

\$90k Highest non-executive director median fee (>\$1billion shareholder funds)

241% Highest chairmanship premium (government administration & safety)

4 years Median length of a directorship

New Zealand vs Overseas Owned



A non-executive director of an overseas owned company has a median fee of almost 50% more than that of a New Zealand owned company.

For further information please visit www.iod.org.nz

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