

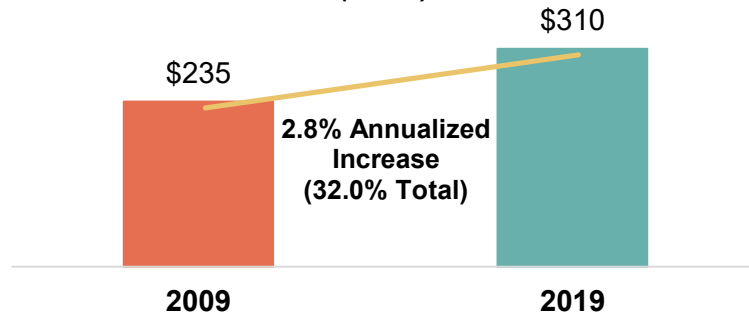
Fortune 100 Director Compensation Trends

10-year director pay trends between 2009-2019

Total Board Compensation

- Total board compensation has increased 32.0%, or 2.8% per year on an annualized basis, over the past 10 years

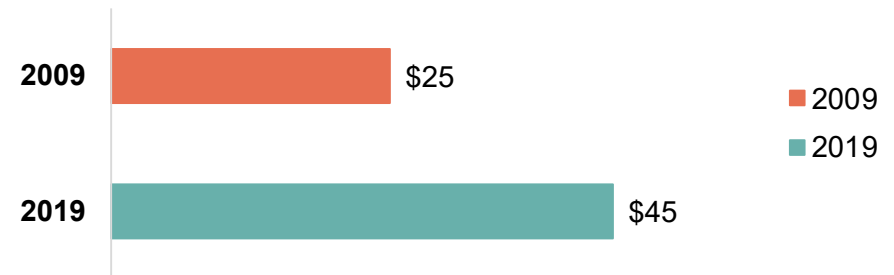
Total Board Compensation (\$000s)



Lead Director Compensation

- Lead Director compensation has nearly doubled over the past 10 years to recognize additional time requirements, responsibilities, and reputational risk

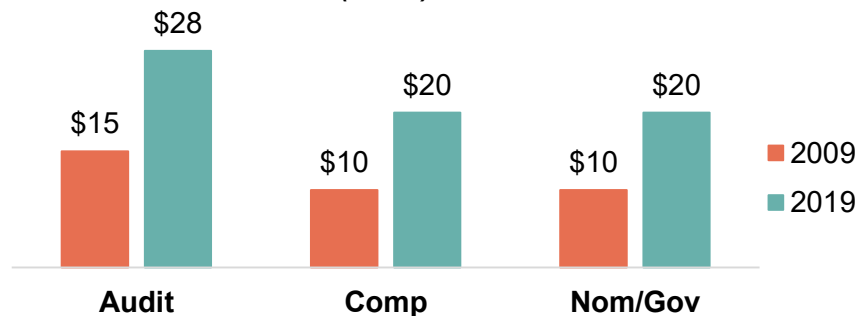
Lead Director Add'l Retainer (\$000s)



Committee Chair Compensation

- Committee Chair compensation for each major board committee has approximately doubled over the past 10 years
- Fortune 100 companies continue to differentiate Audit Chairs from Compensation and Nominating/Governance Chairs

Committee Chair Add'l Retainers (\$000s)



Committee Member Compensation

- Committee member compensation for service on any board committee has become a minority practice over the past 10 years
- 41% of companies paid committee-specific members fees in 2019, down from 58% in 2009

Committee-Specific Member Fees

