## 2025 Directors' Fees Report

The 2025 Directors' Fees Report, produced by the Institute of Directors (IoD) and EY, is a key source of information on directors' remuneration in the New Zealand market. It also provides useful insights into the evolving expectations on directors across a range of industries. Below are a selection of key statistics and important trends drawn from the survey of 5,169 directorships, including 1,158 IoD members, across 1,957 organisations.

Directors spending less time on board matters annually

Median hours of work per annum for non-executive directors



Median number of directorships held



directorships in 2025, unchanged from 2024

Typical length of time on a board, three years Fee movement by entity type



CROWN ENTITY

UNLISTED (PRIVATE)

9.8% **5.1%** •

LISTED COMPANY

**6.4%** 

NOT-FOR-PROFIT

MĀORI ENTITY

2.5%

Reasons for taking on a not-for-profit role

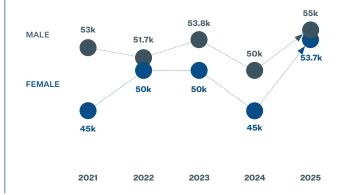


70.9% DESIRE TO GIVE BACK TO THE COMMUNITY 69.2% INTEREST IN THE ORGANISATION OR CAUSE

\* 47.4% of respondents selected both of the top two choices

OPPORTUNITY TO BUILD GOVERNANCE EXPERIENCE Non-executive directors' median annual fee







For a copy of the 2025 report or a tailored fee review call 0800 846 369 or visit iod.org.nz/director-fees