

Table 12.38-- ANNUAL COMPENSATION OF HIGHEST-PAID MEMBERS OF PUBLIC BOARD OF DIRECTORS: 2015 TO 2024

[Indicates number of board members at each level of total annual compensation. An individual may be a member of, and therefore compensated by, more than one board. Total compensation includes cash, stock awards, and other compensation. Source based list on information obtained from proxy statements filed with the U.S. Securities and Exchange Commission]

Annual compensation (\$)	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024
Ranked	50	50	50	50	50	50	50	50	25	8
120,000 to 149,999	1/ 6	1/ 6	1/ 3	1/ 2	-	-	-	-	-	-
150,000 to 174,999	14	9	7	8	2/ 16	2/ 17	2/ 9	2/ 8	-	-
175,000 to 199,999	3	5	11	12	7	11	6	8	-	-
200,000 to 299,999	4	9	8	9	9	9	19	19	2/ 11	2/ 1
300,000 to 399,999	3	6	7	6	5	1	4	3	4	-
400,000 to 499,999	2	1	2	3	4	1	1	1	1	-
500,000 to 599,999	2	1	-	1	-	1	1	1	-	-
600,000 to 699,999	4	2	1	-	-	-	-	-	1	-
700,000 to 799,999	1	-	-	-	-	-	-	-	-	-
800,000 to 899,999	0	-	1	-	-	-	-	-	-	-
900,000 to 999,999	1	-	-	-	-	-	-	-	-	-
1,000,000 to 1,499,999	3	3	3	2	1	3	1	1	1	-
1,500,000 to 1,999,999	3	2	1	1	1	1	2	2	1	-
2,000,000 to 2,999,999	1	1	1	1	1	1	-	2	-	2
3,000,000 to 3,999,999	1	2	1	1	2	1	2	1	1	-
4,000,000 to 4,999,999	1	2	2	2	1	1	2	2	2	3/ 3
5,000,000 to 5,999,999	1	1	1	2	2	3	-	-	2	1
6,000,000 and over	-	-	1	-	1	-	3	4/ 2	4/ 1	4/ 1

1/ Lowest total annual compensation was \$137, 735 in 2015 (two members tied for 49th); \$124,968 in 2016; \$121,805 in 2017; and \$145,383 in 2018.

2/ Lowest total annual compensation was \$152,065 in 2019; \$152, 620 in 2020; \$160,486 in 2021; \$161,922 in 2022; \$237,000 (among top 25) in 2023, and \$275,476 (among ranked top 8) in 2024.

3/ In light of economic conditions and other considerations, one of the Directors repaid a portion of his compensation.

4/ Highest total compensation was \$6,056,524 in 2022; \$6,165,815 (among top 25) in 2023; and \$6,146,934 (among ranked top 8) in 2024.

Source: *Pacific Business News*, "Highest-paid Public Board of Directors Ranked by 2015 Total Compensation" (June 14, 2016); Ibid. "2016" (June 23, 2017); Ibid. "2017" (June 22, 2018)" Ibid. "2018" (June 21, 2019); Ibid. "2019" (June 26, 2020); Ibid. "2020" (June 25, 2021 and updated June 28, 2021); Ibid. "2021" (June 24, 2022); Ibid. "2022" (June 23, 2023); Ibid. "2023" (June 21, 2024); and "2024" (July 4, 2025).