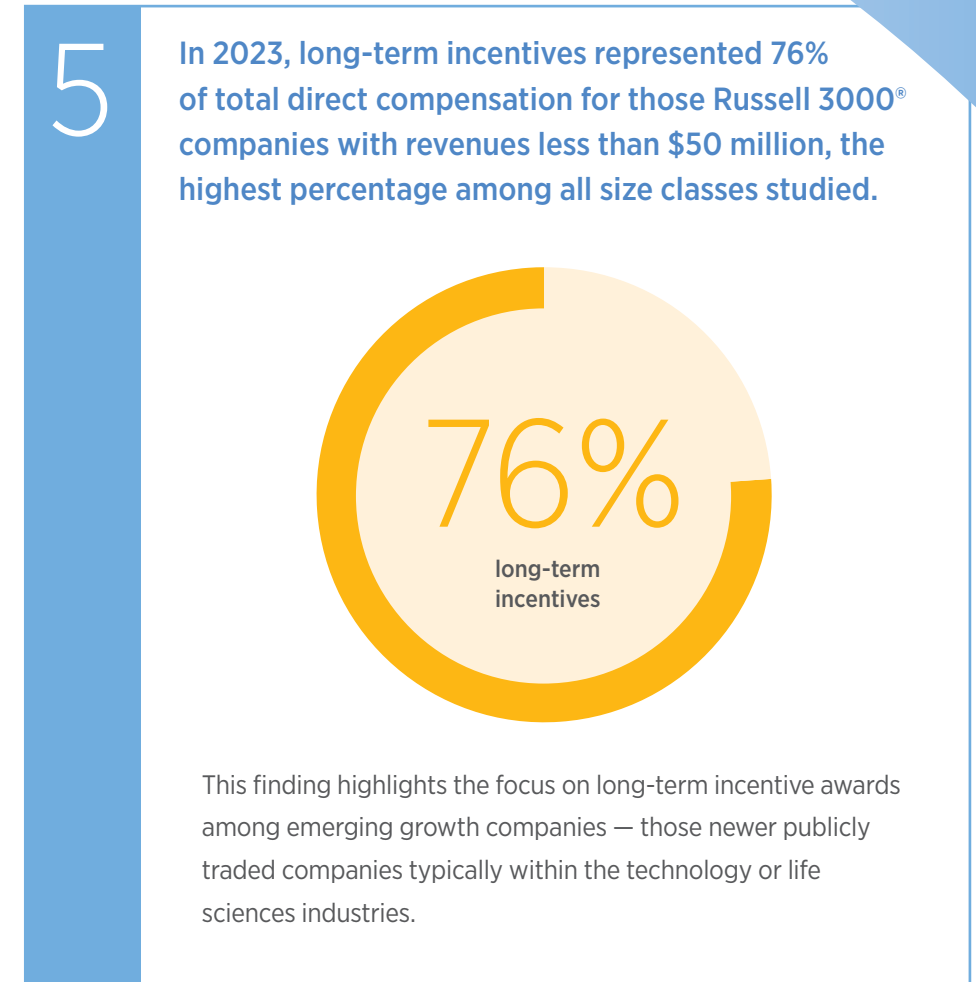
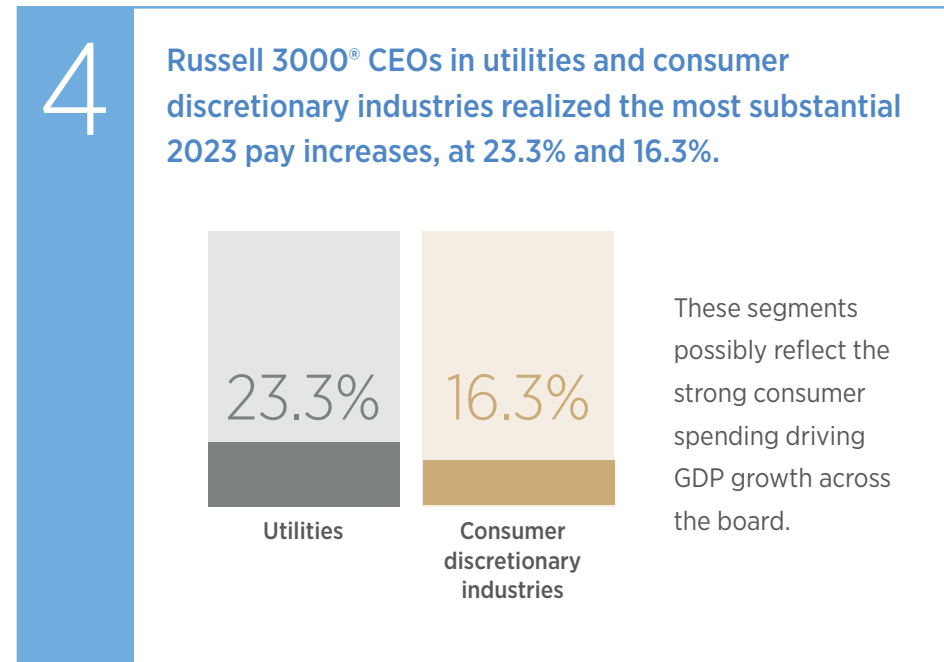
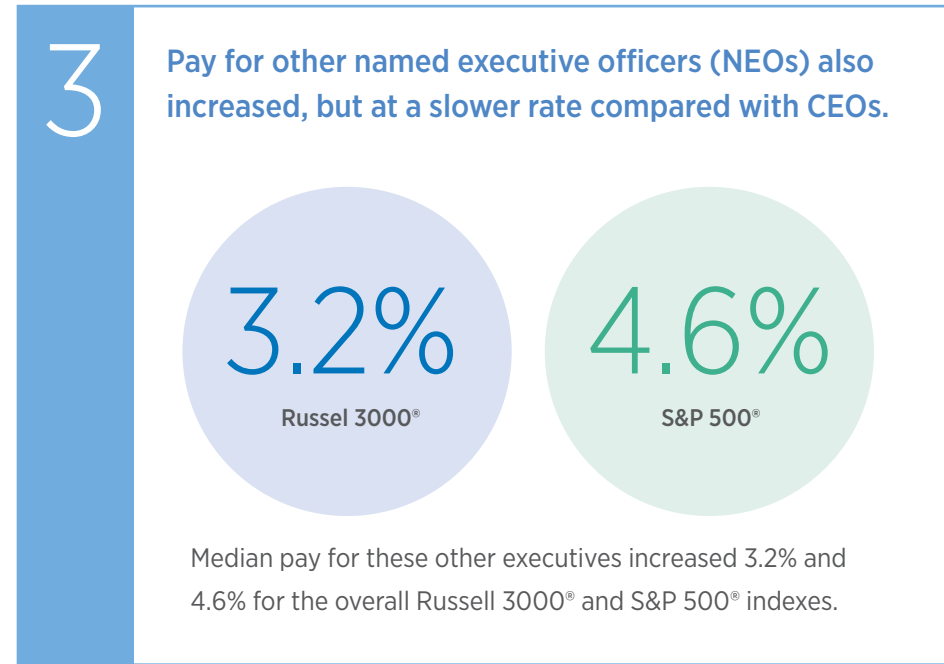
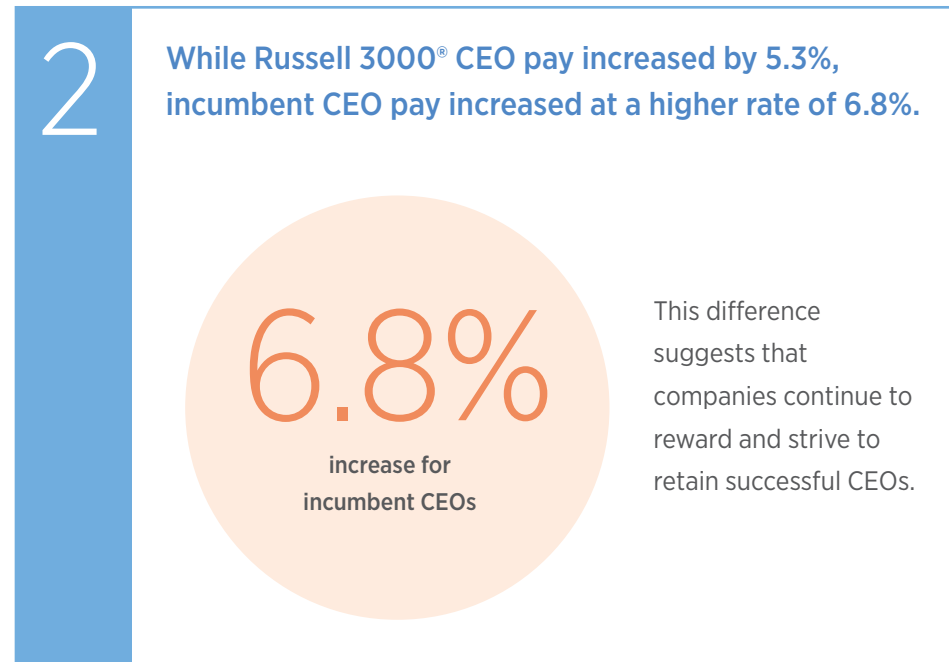
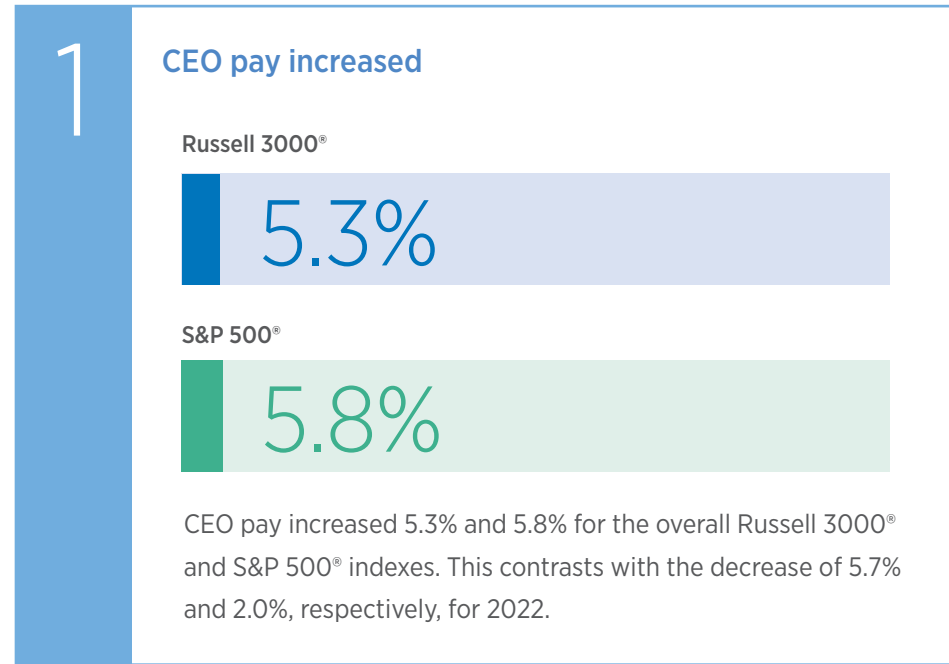


Strategic Data to Attract and Retain Executive Talent

Highlights from Gallagher’s CEO and Executive Compensation Trends, 2024-2025

Median CEO pay increased in 9 of 11 market segments in 2023, with utilities and consumer discretionary sectors topping the list. The following graphs summarize the biggest takeaways from Gallagher’s annual CEO and Executive Compensation Trends report.* Get the full report [here](#).



*Analysis based on data from Main Data Group and company disclosures from the Russell 3000® and S&P 500® indexes. Because company proxy statements generally are filed in the spring, this information is considered the most current data available for compensation insights and planning purposes. Gallagher will publish a 2025-2026 report in November 2025, based on filings submitted in Q2 2025.

Gallagher’s CEO and Executive Compensation Trends: 2024-2025 Edition documents trends and developments in senior management compensation at 2,892 companies issuing equity securities registered with the US Securities and Exchange Commission (SEC). This report includes those organizations that filed their proxy statement between July 1, 2023, and June 30, 2024, and as of July 1, 2024, appeared in the Russell 3000® index. This report benchmarks the individual elements of compensation packages.