

## FY23 Annual Report of Expense Reimbursement and Other Payments to ICANN Directors for the Period 1 July 2022 Through 30 June 2023

This report is presented annually in accordance with Article 22, Section 3 of the ICANN Bylaws which provides, in part, that “The Board shall publish, at least annually...a description of any payments made by ICANN to Directors (including reimbursements of expenses).”

The table below represents reimbursements and compensation paid directly to Board members, as well as total payments made to third-party vendors such as hotels, restaurants, and travel agencies on behalf of Board members. Members are sorted alphabetically by first name. All figures are in USD and rounded to the nearest dollar.

Board of Directors	Current Board Term Beginning	Current Board Term End	Reimbursements paid directly to Directors	Payments on behalf of Directors	Compensation <sup>(1)</sup>	Total
Akinori Maemura	Nov-16	Sep-22	1,403	12,316	10,269	23,988
Alan Peter Barrett	Oct-21	Oct-24	2,107	60,233	45,000	107,340
Avri Doria	Nov-17	Oct-23	2,273	64,516	45,000	111,789
Becky Burr	Nov-16	Oct-25	410	48,565	45,000	93,975
Chris Chapman	Sep-22	Oct-25	1,362	64,595	34,962	100,919
Christian Kaufmann	Sep-22	Oct-25	2,953	46,850	34,962	84,765
Danko Jevtovic	Oct-18	Oct-24	7,048	65,148	45,000	117,195
Edmon Chung	Oct-21	Oct-24	901	64,957	45,000	110,859
Harald Alvestrand	Oct-18		1,728	46,595	0	48,323
Ihab Osman	Nov-19	Sep-22	0	10,828	10,269	21,097
James Galvin	Oct-21		1,674	58,324	0	59,998
Katrina Sataki	Oct-21	Oct-24	57	39,447	45,000	84,504
Kaveh Ranjbar	Jan-16	Sep-22	0	13,418	10,269	23,688
León Sánchez	Nov-17	Oct-23	6,598	45,705	45,000	97,303
Maarten Botterman	Nov-16	Oct-25	8,726	90,433	52,500	151,659
Manal Ahmed Ismail	Nov-17	Mar-23	0	32,812	0	32,812
Mandlesilo Msimang	Nov-19	Sep-22	0	11,662	10,269	21,932
Matthew Shears	Nov-17	Oct-23	2,316	80,528	45,000	127,844
Nico Caballero	Mar-23		305	27,876	0	28,181
Patricio Poblete	Oct-20	Oct-23	650	49,452	45,000	95,102
Sajid Rahman	Sep-22	Oct-25	1,870	70,224	34,962	107,056
Sarah Deutsch	Nov-17	Oct-23	6,979	47,658	45,000	99,637
Tripti Sinha	Oct-18	Oct-24	4,128	57,135	68,365	129,628
Wes Hardaker	Sep-22		7,836	43,560	34,962	86,358
<b>Report Total</b>			<b>61,324</b>	<b>1,152,840</b>	<b>751,788</b>	<b>1,965,952</b>

FY23 includes the resumption of regular travel resulting in higher costs than recent years which were impacted by the COVID-19 pandemic. During FY23, there were five face-to-face meetings for Board members, including three ICANN Public Meetings (Kuala Lumpur/September 2022, Cancún/March 2023, and Washington D.C./June 2023), and two Board workshops (Los Angeles/January 2023 and Brussels/April 2023). After approval, payments were made on behalf of Board members for other meetings, trainings, and subscriptions.

Göran Marby served as President and CEO and was a member of the Board until 21 December 2022. Pursuant to his employment agreement, in FY23 Mr. Marby was paid \$477,719 in salary, and \$112,166 for at-risk pay, along with \$46,790 in reimbursement of expenses, and \$74,232 in payments were made on his behalf.

Sally Costerton serves as Interim President and CEO and as a member of the Board beginning 21 December 2022. Pursuant to her employment agreement as interim President and CEO, in FY23 Ms. Costerton was paid \$357,073 in salary, and \$149,808 for at-risk pay, along with \$79,923 in reimbursement of expenses, and \$34,138 in payments were made on her behalf.

<sup>(1)</sup> Compensation reflects amounts effectively paid in FY23, including any prior year adjustments.

The Chair of the Board is entitled (but not required) to receive compensation of \$75,000 or its equivalent annually, and other Board members (except the GAC liaison) are entitled (but not required) to receive compensation of \$45,000 or its equivalent annually. Upon request, compensation has been made to a legal entity owned by the Board member whose compensation therefore may not appear on ICANN's Form 990 (Part VII, Section A). Please see Schedule O footnote in reference to Part VII, Section A of ICANN's Form 990 for more details.