

Compensation Committee Suite

We have designed a comprehensive customised set of services for Compensation Committees (CC) of Swiss listed companies which covers the basic annual agenda items of the Compensation Committee:

<p>Compensation Committees (CC) meeting post-AGM:</p> <p>Analysis of last annual general meeting (AGM)</p>	<ul style="list-style-type: none"> • Analysis of the feedback received by the key proxy advisors (i.e. ISS, Glass Lewis, Ethos and Inrate) and certain institutional investors on the compensation motions at the last AGM • Retrospective on the AGM season in the SMI Expanded • Recommendation for future disclosures in the compensation report • Attendance and presentation at the CC meeting
<p>Compensation Committees (CC) meeting in summer:</p> <p>Annual review of compensation strategy and programmes</p>	<ul style="list-style-type: none"> • Thorough analysis of the compensation system applicable for the executive committee (compensation mix, short-term incentive design, long-term incentive design, share ownership guidelines, clawback and malus provisions) against prevalent market practice in a selected peer group of Swiss listed companies (customised for your company) and against the guidelines of the key proxy advisors • Attendance and presentation at the CC meeting
<p>Compensation Committees (CC) meeting in autumn:</p> <p>Compensation report</p>	<ul style="list-style-type: none"> • Drafting your compensation report in accordance with the law (Code of Obligations), SIX directives, Swiss code of best practice of economiesuisse and the proxy advisors' guidelines • Attendance and presentation at the CC meeting
<p>Compensation Committees (CC) meeting end of year:</p> <p>Governance update</p>	<ul style="list-style-type: none"> • Annual governance update on relevant requirements including law (Code of Obligations), stock-market regulations of SIX Swiss Exchange, Swiss Code of Best-Practice in Corporate Governance of economiesuisse, best-practice guidelines of the key proxy advisors and certain institutional investors, as well as best-practice and market trends • Attendance and presentation at the CC meeting
<p>AGM module</p> <p>Annual general meeting (AGM) preparation</p>	<ul style="list-style-type: none"> • Drafting of relevant documentation on compensation motions in the AGM invitation, slides and script as well as Q&A • Rehearsal sessions on compensation motion • Support on investors' consultation on compensation motions including preparation meetings/calls with client and rebuttal strategy in case of against voting recommendations • Attendance at AGM for support
<p>Report Executive Compensation Design in SMI Expanded companies</p>	<ul style="list-style-type: none"> • Report: Executive Compensation Design in SMI Expanded Companies • Bi-annual invitation to the SMI Expanded roundtable (various topics)
<p>Fixed fee*</p>	<ul style="list-style-type: none"> • CHF 60,000.- for the entire CC Suite, or • CHF 45,000.- for the CC Suite without AGM module, or • CHF 25,000.- for AGM module alone <p>*SMI and Financial Services companies excluded</p>

