



Compensation Governance Workshop

Master compensation governance fundamentals

Are you ready to elevate your organisation's compensation governance to the next level? Call upon our experts to organise a customised workshop designed for your Board and Executive members, Chief Human Resources Officers and Rewards specialists to deepen their understanding of Switzerland's unique compensation governance landscape and stay up to date with latest market developments.

What you'll gain

- **Governance fundamentals:** understand the origins, context and underlying principles of compensation governance in Switzerland.
- **Legal requirements:** navigate the Swiss Code of Obligations with clarity and confidence.
- **Regulatory provisions:** learn about frameworks and stay compliant with the SIX Corporate Governance Directive.
- **Best practice recommendations:** discover actionable advice from the Swiss Code of Best Practice.
- **Market practices and demands:** understand the latest market trends, including proxy advisors' and investors' voting guidelines, and strategies for successful shareholder engagement.



Ultimately, the insights gained from the workshop will be applied to your current compensation governance framework by evaluating your compensation report's disclosure practices against best practices in the Swiss market.

Choose your Compensation Governance modules to address your needs.

Shareholders' perspective

Importance of understanding who the main shareholders are and how to engage with them to ensure their support at the annual general meeting

- Types of institutional investors and shareholder representatives
- Main institutional investors and their voting policies
- Shareholder engagement including cost-benefit analysis
- Proxy solicitors
- Engagement planning

Compensation governance stakeholders

In-depth understanding of the corporate governance stakeholders which predominantly shape Swiss listed companies

Legal fundamentals and other directives

Code of Obligations / Stock Corporation Law

Legal requirements in relation to compensation as defined by the Swiss law, such as

- Corporate governance stakeholders
- Independent proxy
- Compensation report
- Say-on-pay vote
- Prohibited compensation
- Pension funds
- Criminal liability

FINMA

The minimum standard for the design, implementation and disclosure of compensation schemes in financial institutions

Swiss requirements

Predominant non-mandatory directives in Switzerland in regards to compensation disclosure:

- SIX Corporate Governance Directive
- Swiss Code of Best Practice by economiesuisse

Proxy advisors

Pay-for-performance disclosure

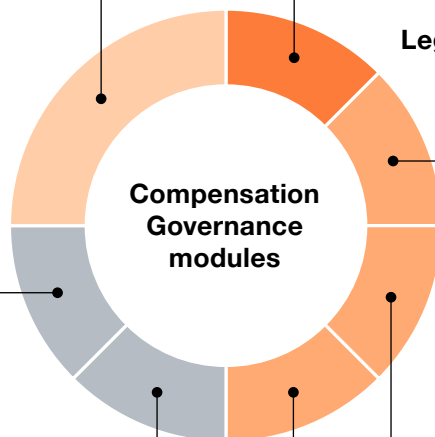
The various approaches to pay-for-performance, the existing methodologies and what is to be expected to be disclosed

- Methodologies to measure the link between pay and performance
- Requirements on pay-for-performance disclosure relating to the compensation report

Proxy advisors

Requirements relating to compensation within the following proxy guidelines:

- ISS
- Glass Lewis
- Ethos
- Inrate/zRating



Interested in planning your Compensation Governance Workshop? Contact us!



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