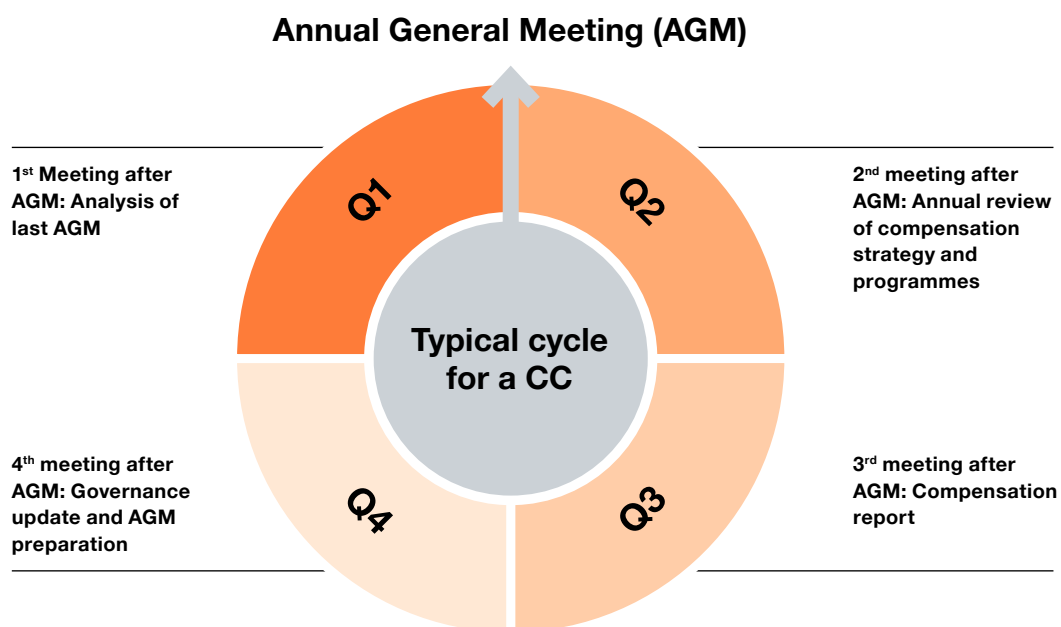




Compensation Committee Suite

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:



As part of our Compensation Committee Suite, we provide a comprehensive Report on Executive Compensation design in SMI Expanded companies

- Report: Executive Compensation Design in SMI Expanded Companies
- Nine virtual “ERFA” (Erfahrungsaustausch) sessions on compensation topics (one hour each)
- One on-site executive compensation roundtable (all day)

1st Meeting after AGM: Analysis of last AGM

- 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

2nd meeting after AGM: Annual review of compensation strategy and programmes

- 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

3rd meeting after AGM: Compensation report

- 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

4th meeting after AGM: Governance update and AGM preparation

Governance Update

- 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

AGM Preparation

- Drafting of relevant documentation on compensation motions in the AGM invitation, slides and script as well as Q&A rehearsal sessions on compensation motions
- 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

Interested in our Compensation Committee Suite? Contact us!



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**Visit our website for
further information**