

## Deloitte.

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## Remuneration Committee Advisory

Setting the right course - Appoint Deloitte as your independent advisor to lead and facilitate the Remuneration Committee Lab



## Deloitte's services to Remuneration Committees



## How we create value for you

### Deloitte delivers

- External independent auditor and advisor for listed and large non-listed public interest entities in Denmark, both in and outside the financial services industry
- Dedicated partners and experts with focus on working with Remuneration Committees
- Deep knowledge and experience about hard and soft laws, trends, insights and leading practices in Remuneration Committees in Denmark and abroad



### Value for you

- Oversight and compliance with both hard and soft laws
- Tailor-made solutions for your specific needs, including update of your charter and annual work plan
- Focus on key priorities and how the Remuneration Committee works effectively
- Up-to-date knowledge on leading practices
- Alignment of expectations and clear action plan
- Calm in your stomach



## Contact us for more information



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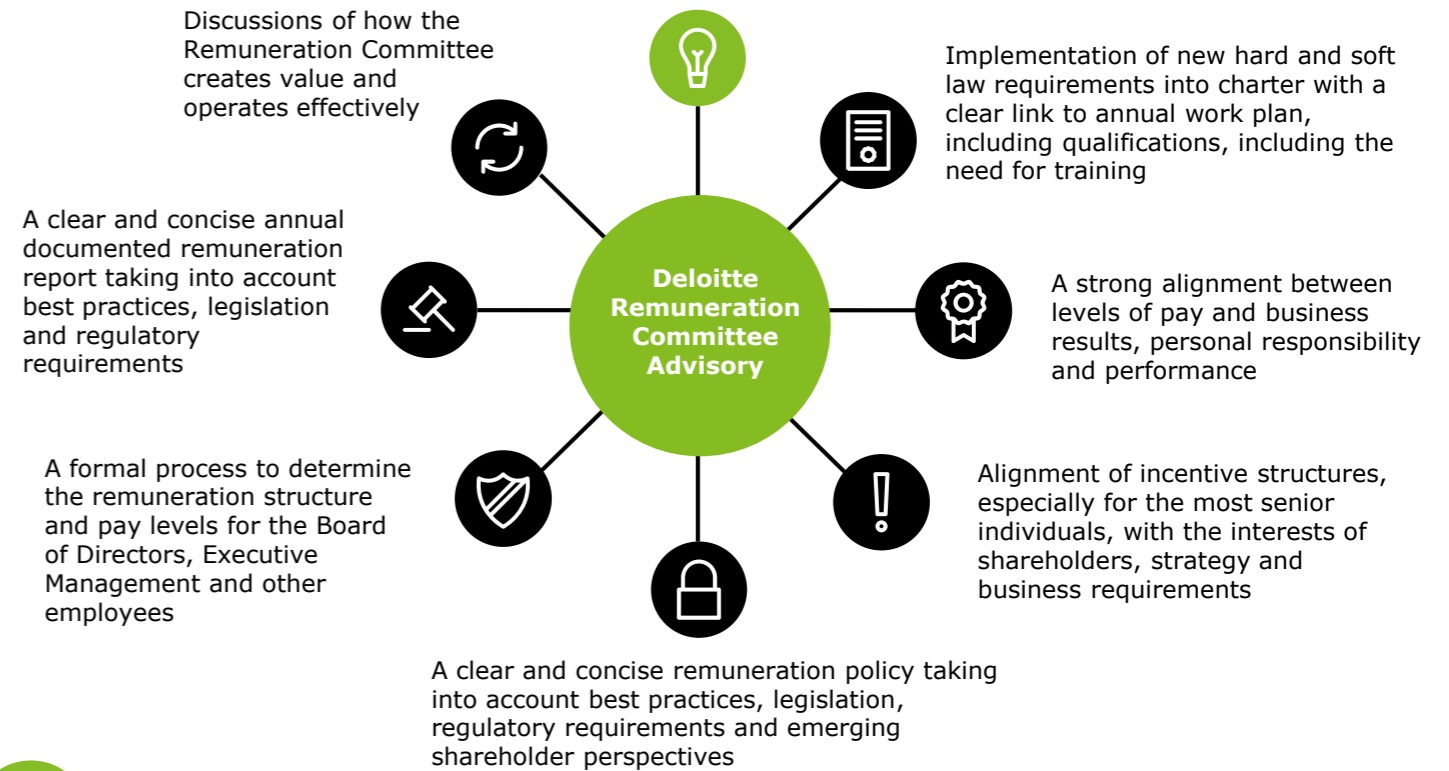
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## Deloitte Remuneration Committee Advisory

### What do you want to achieve or improve?



### Establishment

- ✓ Development and drafting of charter and annual work plan
- ✓ Development and drafting of process for how to work in the Remuneration Committee
- ✓ Development of process for the Remuneration Committee's oversight of the remuneration and performance management processes
- ✓ Drafting of remuneration policies and annual remuneration reports as recommended under the new and revised recommendation on Corporate Governance in Denmark
- ✓ Drafting of remuneration guidelines and guidelines for incentive pay



### Compliance

- ✓ Update of charter and annual work plan, both to ensure compliance and effective processes
- ✓ Updating the process for the Remuneration Committee's oversight of the remuneration and performance management processes, and ensuring compliance with it
- ✓ Ensure independence between Remuneration Committee and Management, including consideration of the recommendation not to use of the same external advisors
- ✓ Ensure transparent reporting under EU Shareholders' Rights Directive and in the annual reports
- ✓ Ensure appropriate consideration of sector benchmarking, tax and valuations as well as clear communication



### Evaluations & Assessments

- ✓ Facilitate and discuss needs for achievement and improvements
- ✓ Participate in meetings to discuss evaluation, priorities, expectations and action plan
- ✓ Perform assessments of "Remuneration Committee Effectiveness", and report the results



### Training & Labs

- ✓ Training on various topics like remuneration strategies and human capital, EU Shareholders' Rights Directive, accounting, valuation, tax and benchmarking
- ✓ "Remuneration Committee Lab"