

## Deloitte.

### About Deloitte

Deloitte provides audit, consulting, financial advisory, risk advisory, tax and related services to public and private clients spanning multiple industries. Deloitte serves four out of five Fortune Global 500® companies through a globally connected network of member firms in more than 150 countries and territories bringing world-class capabilities, insights, and high-quality service to address clients' most complex business challenges. To learn more about how Deloitte's approximately 245,000 professionals make an impact that matters, please connect with us on Facebook, LinkedIn, or Twitter.

### Deloitte Touche Tohmatsu Limited

Deloitte refers to one or more of Deloitte Touche Tohmatsu Limited, a UK private company limited by guarantee ("DTTL"), its network of member firms, and their related entities. DTTL and each of its member firms are legally separate and independent entities. DTTL (also referred to as "Deloitte Global") does not provide services to clients. Please see [www.deloitte.com/about](http://www.deloitte.com/about) for a more detailed description of DTTL and its member firms.

© 2019 Deloitte Statsautoriseret Revisionspartnerselskab. Member of Deloitte Touche Tohmatsu Limited.

## 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
- Bespoke 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
- Peace of mind



## Contact us for more information



**Martin Faarborg**

Partner

+45 21 27 65 58

mfaarborg@deloitte.dk



**Robert Miller**

Partner

+44 (0)207 007 9631

robemiller@deloitte.co.uk



**Anja Levin Sepstrup**

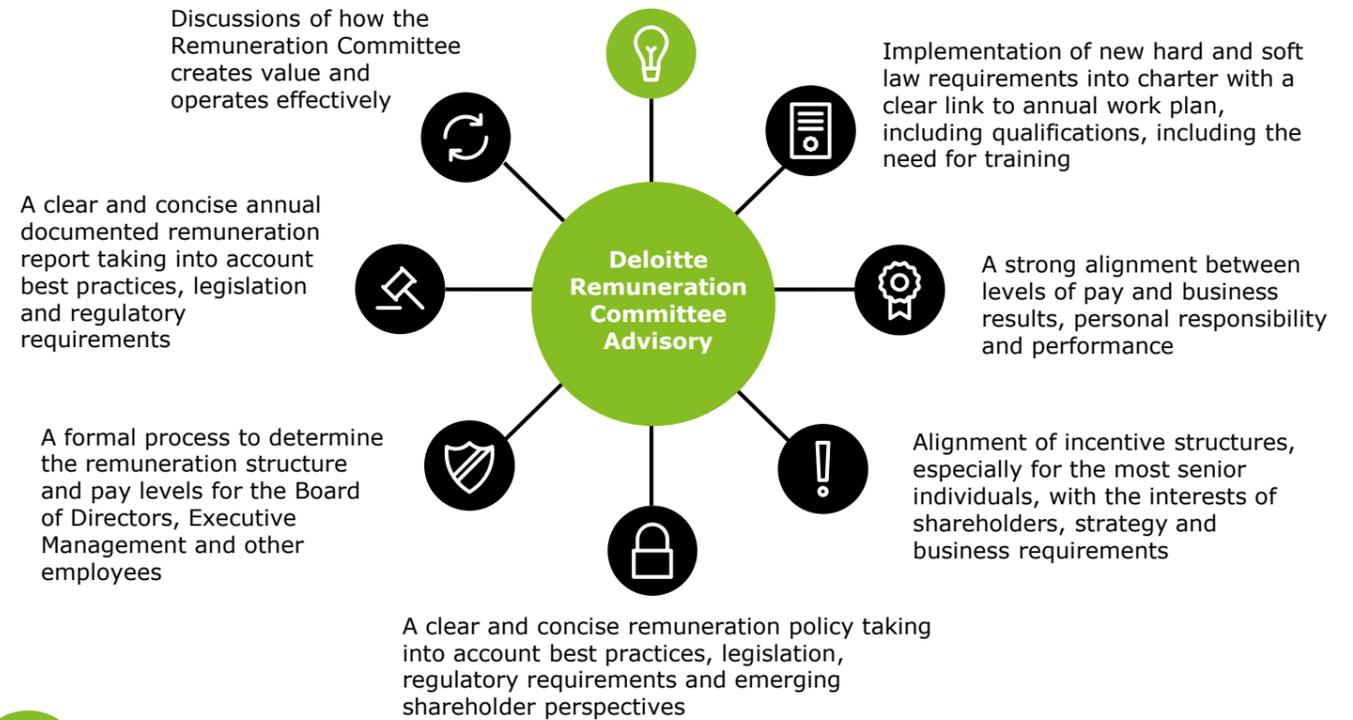
Partner

+45 30 93 40 32

anlesepstrup@deloitte.dk

## 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, Shareholders' Rights Directive, accounting, valuation, tax and benchmarking
- ✓ "Remuneration Committee Lab"