

# Global Advantage Incentives

## Innovation, Simplicity & Compliance



### Innovation

At Deloitte, our focus is on innovation and looking to the future and we have developed leading-edge technology to deliver tax compliance services to you. Our philosophy is one of continued investment in technology and this is why, having been the first firm to design an incentives tax calculation engine to help manage tax compliance for your incentive programs, we remain the market leaders.

GA Incentives is the chosen solution by over 25 global companies and has received several industry awards. As the most mature and dynamic product on the market, GA Incentives will enable your company to benefit from a proven, flexible, and fully automated technology platform and, ultimately, to manage its global equity compliance more effectively.

### Core Capabilities

- Supports flexible data transfer methods –Web Service calls, Excel data files or manual data entry – using the highest levels of data security and encryption (SSL 128-bit encryption)
- Provides real-time calculations (3-5 second response)
- Seamless integration with your HR systems and with leading share plan administrators
- Supports an array of equity and cash awards, including Stock Options, Restricted Stock Units, Performance Share Plans and cash bonuses with coverage across 120 countries

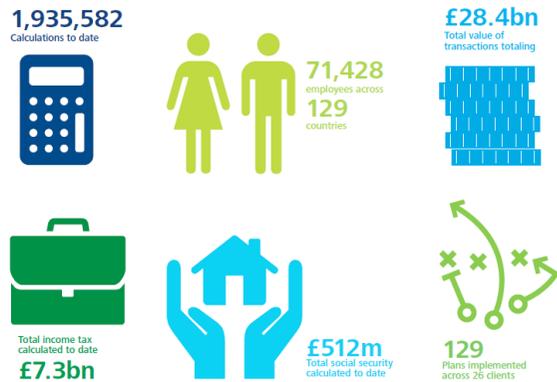
- Calculates income, regional, social and hypothetical tax withholding.
- Calculates income withholding for multiple US states, Canadian provinces, Italian regions and Swiss cantons, taking into account foreign tax credits and US state-to-state credits
- Calculates both domestic and cross-border calculations
- Flexibility to support client specific equalisation policies
- Facilitates downstream processing through our Payroll and Tax preparation reports.
- Enhanced employee communication through transaction statements
- Customised management reports
- Updated quarterly to take account of global legislation changes

### Our Approach



- |                            |                        |                                 |
|----------------------------|------------------------|---------------------------------|
| • Plan design              | • Design               | • Ongoing product enhancements  |
| • Requirement gathering    | • Data integration     | • Quarterly legislative updates |
| • Proof of concept         | • System configuration |                                 |
| • Plan analysis            | • Testing              |                                 |
| • Country/client positions | • Client training      |                                 |
|                            | • Deployment           |                                 |

## GA Incentives by numbers



## Serving you

Implementation of GA incentives will enable you to realise benefits and value in three key focus areas:

### Compliance

- Saves **time and money** – global tax due diligence is managed for you by our Global Rewards team.
- Greater **management control on the risk** of non-compliance

### Integration

- Eases **administrative burden** - interfacing directly with existing systems or service providers for demographic and share transaction data
- **Streamlines and fully automates** the end to end process – integration in downstream processes

## Employee Experience

- Automated process improves employee **cash flow** through faster delivery of proceeds
- Greater **transparency around withholding responsibilities** – employees are sent detailed individual taxation statements

## Your Key Contacts

For more information about GA Incentives, please contact any of the individuals listed below



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