

# Executive Remuneration\*

## Creating the ultimate remuneration value

- **a full-scope analysis:** no danger of solving one issue just to have another problem arise in an area not considered
- **tested and proven solutions:** many years' experience in the field and broad accumulated expertise
- **legal and tax compliance:** peace of mind that no nasty surprises await you down the line
- **cost-effectiveness:** prevention is not only better, but cheaper, than cure
- **benchmarking:** analyses are done factoring in comparable solutions like situations in other businesses
- **solutions meeting the interests of both company and key employee:** win/win situations that benefit all parties and thus maintain a balance of interests
- **one-stop approach from concept to implementation:** an all-embracing service from a top consultancy firm

*Executive remuneration is a key factor in a Reward strategy and may play a decisive role in your company's development and profitability. By being perceived as an employer of choice and by providing the right incentives to key executives and top management, companies are able to attract and retain the right people while optimising their employee cost.*

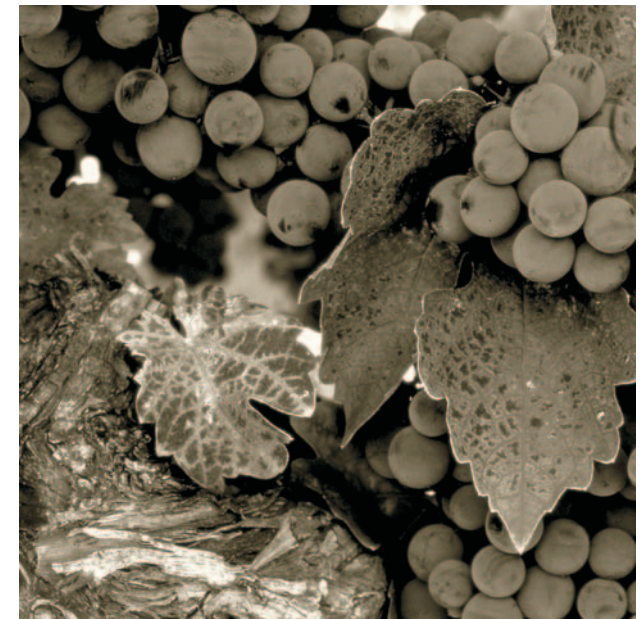
*Optimisation of an executive's status is based upon two pillars:*

- *What is the most appropriate and in the meantime also the optimal legal status in which an executive should carry out his duties?*
- *How can the reward package be optimised from tax, social security and labour law perspectives?*

## Unlocking new executive remuneration answers

PricewaterhouseCoopers can guide you through all the opportunities and constraints along the way and will seek the most suitable and legally compliant status, following a very structured approach based on a proven methodology:

- analysing the tax and legal status of the executive
- identifying and quantifying opportunities, assessing and quantifying risks
- proposing recommendations and solutions that will meet both the employer's and the key employee's needs and interests
- implementing the chosen solutions



## Facing executive remuneration challenges

PricewaterhouseCoopers helps you to face the challenges that arise when **establishing a coordinated and coherent status and package**.

- compliance with HR policies
- cost-effectiveness
- internal fairness/non-discrimination
- compliance with the relevant tax and legal framework
- benchmarking
- communication and transparency
- retention and motivation
- the right balance between employer and employee interests
- compliance with corporate governance rules
- response to career evolution
- protection of key employees

## With PricewaterhouseCoopers experts

PricewaterhouseCoopers has an **international framework of HR experts**.

We offer a **multidisciplinary approach**: tax consultants, compensation & benefits and employment experts, as well as corporate law specialists.

We have **proven experience** with companies on different scales and from different industries.



## Our expert team

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