ShareSoc
(UK Individual Shareholders Society)
Remuneration Guidance

Presentation to ShareSoc members meeting by
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Manifest = the Solution for Larger Companies

- Proxy Adviser – corporate governance experts
- Established in 1995
- Highly respected
- Independent
- Provide advice/services to investors and fund managers

- Manifest are willing to provide access to their AGM corporate governance reports (including detailed remuneration analysis) to Full members of ShareSoc.
  - Manifest reports are expensive to produce. Manifest would like to be paid for giving their reports to ShareSoc members. An initial trial is acceptable to enable the benefit to be seen.

Smaller Companies Solution

- Assessment against key criteria – the 6 Pillars
  1. Level to be demonstrably “fair” and not excessive - measured for example in terms of
     i. £ amount
     ii. % share of profits, cash flow and increase in market capitalisation, dilution p.a.
  2. Management own and retain significant amounts of shares in their company
  3. Clarity and Transparency
  4. Pay for performance linkage
  5. Good Governance
  6. Culture, values, ethics, sustainability

Next Steps

1. Choose members of and hold meeting of ShareSoc subcommittee to progress this.
2. Publicise the approach and load the template on the ShareSoc website. We would like to see an active PR campaign on this with articles, etc in the Sunday Times (CTSP knows Carly Chynoweth who would be keen to write an article on this once we have our "framework").
3. Start to rate companies' remuneration.
4. Create a rogues gallery (of plans to avoid) and some examples of good practices.