

# Deloitte.



structured ingenuity

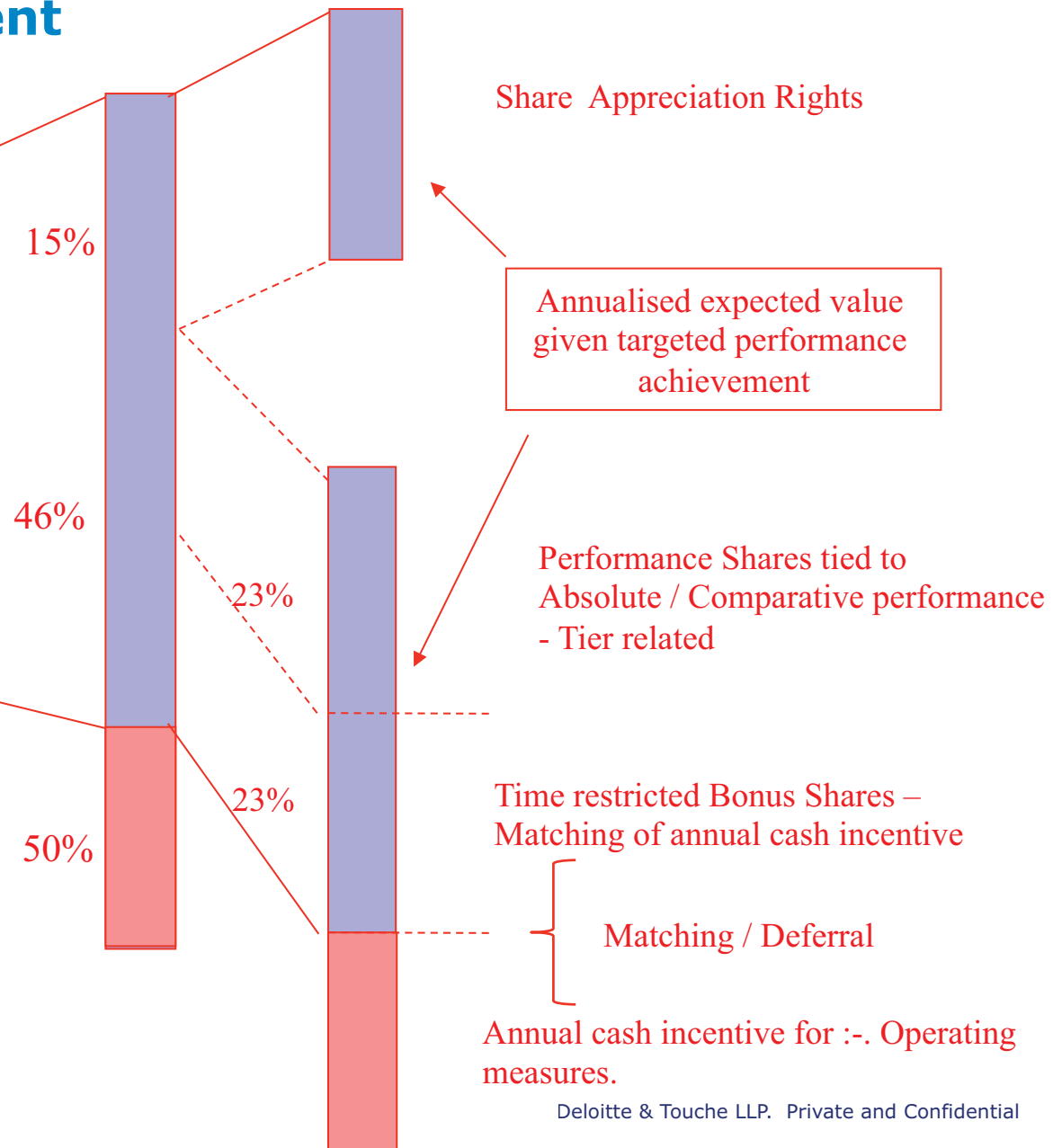
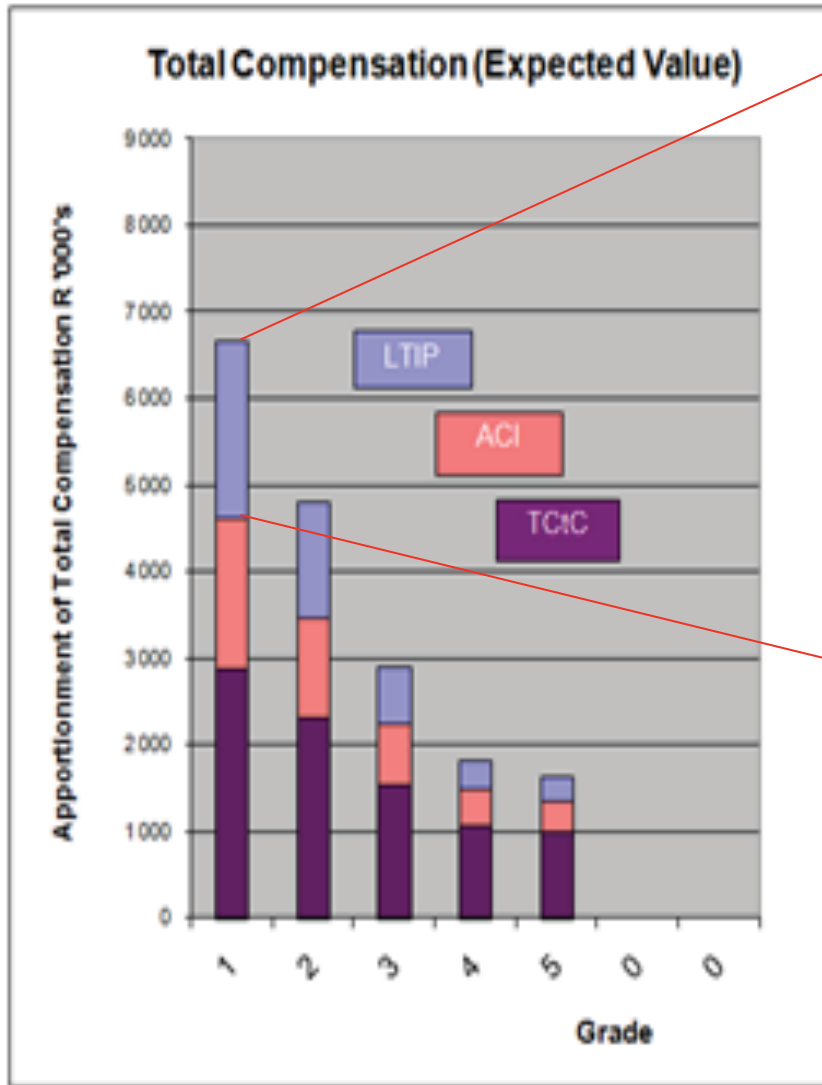
## LTIP Share Plan Design

Audit • Tax • Consulting • Financial Advisory



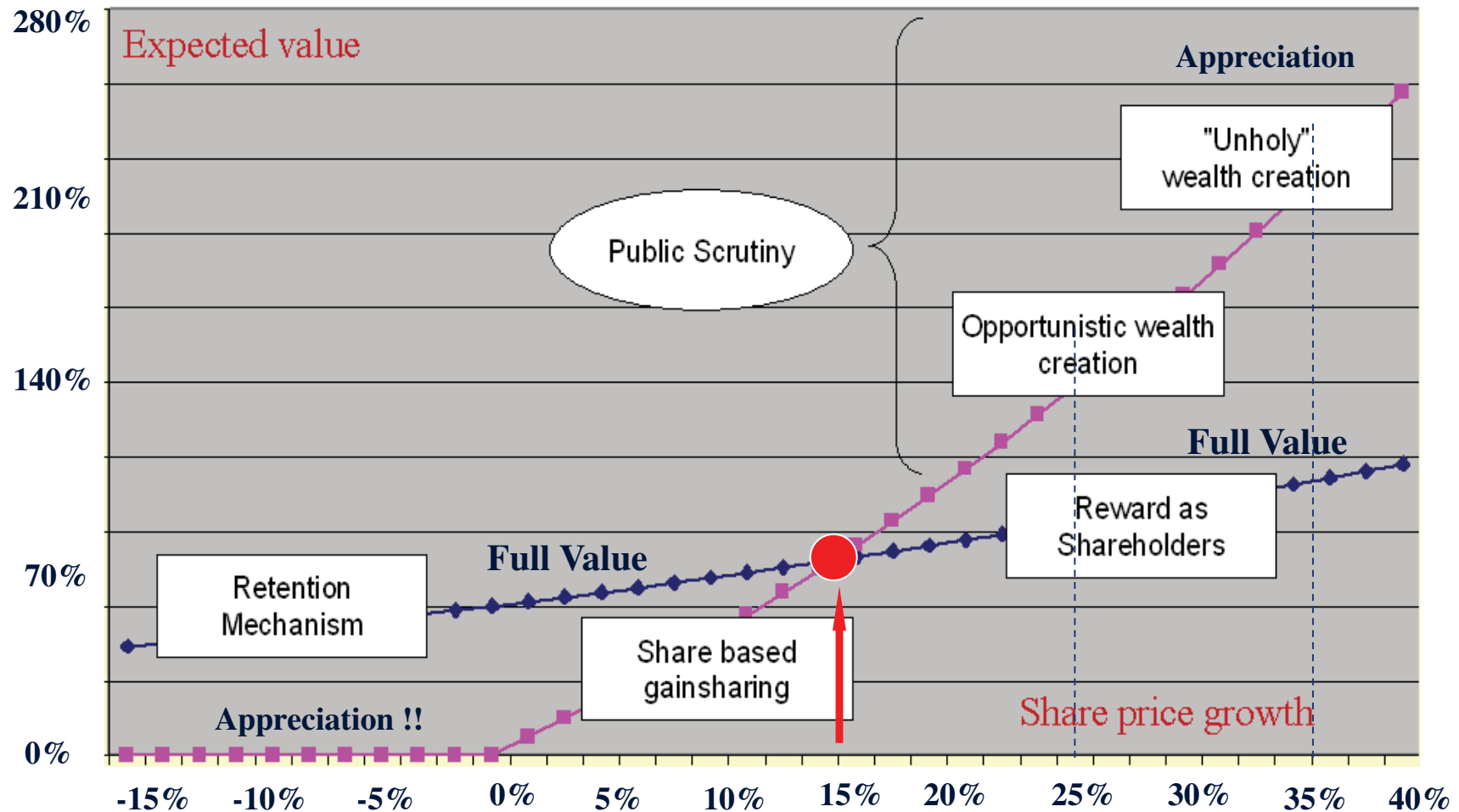
# Executive Reward Strategy - Pay Mix

## Variable Pay apportionment



# "Appreciation" vs "Full Value" – Design vs Reality

Expected Value Comparison – "standard" CEO share scheme



# Long Term Incentives Architecture

- Reward strategy orientation
- Retain share appreciation right scheme but with minor modifications and diminished impact
- Introduce to in parallel
  - Performance shares
  - Restricted (Bonus) shares
- Annual offers, with three year plus vesting
- Performance allocation & vesting
- Differentiation within mix according to role/job grade
- Equity and cash settlement mix
- Administration in-house

# The Hybrid Solution - suggested elements

- Implementing the mix of elements

