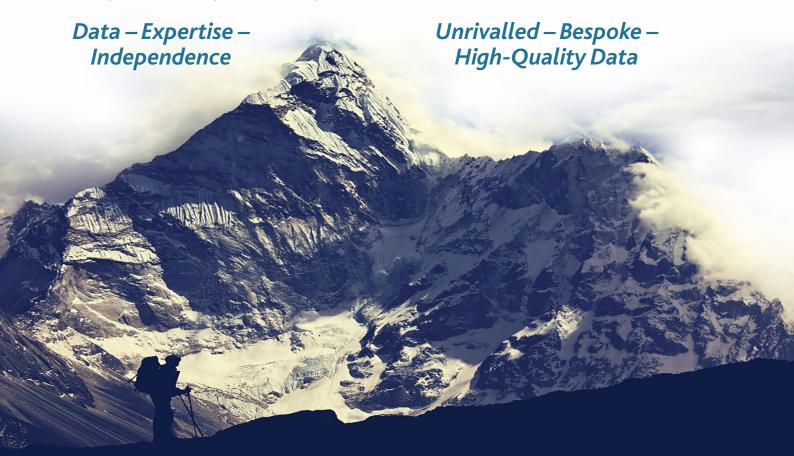
SUMMIT

EXECUTIVE REMUNERATION DATABASE

An unrivalled source of UK executive remuneration information for pay consultants, Remco members and reward/HR specialists. Stretching back to 2002, it includes information ranging from the largest FTSE 100 companies to the smallest Fledgling and AIM firms gathered from company accounts.

E-reward collects, aggregates and analyses vast amounts of board-level remuneration data from company reports to inform your decision-making. Our research, bespoke and database solutions are built upon this data, expertise and independence.



Summit differs from other boardroom pay solutions because it is the first time that information on **ALL** the significant elements of executive remuneration policy can be found in one place.

- Thousands of remuneration reports available at the touch of a button
- Automated procedures make it easy to access information
- Developed by experts with an unrivalled knowledge of executive remuneration
- Comprehensive and accurate information at a competitive price

FTSE 100 – Mid-250 – SmallCap – AIM – Fledgling companies

SUMMIT

EXECUTIVE REMUNERATION DATABASE

Comprehensive and accurate source of timely information on board-level remuneration data sourced from company reports by experts.

Executive pay continues to be a hugely contentious issue, so UK companies need detailed, accurate information on market levels of remuneration in order to set defensible policies. But each year, providing such quality information has become more and more challenging as the amount of executive pay data published in remuneration reports continues to expand. As a result, the time required to monitor and record this takes longer and longer.

The **E-reward Summit Executive Remuneration Database**, launched in 2015, collects this vast tranche of information so that your organisation does not need to – saving you months of work. **Summit** contains data stretching back to 2002 on over 1,500 FTSE 100, Mid-250, SmallCap, Fledgling and AIM companies and is designed with the purpose of providing comprehensive and accurate information at a very competitive price.

Not just a pay database ...

A number of suppliers of executive information exist but all too often they simply offer basic quantitative data supplemented with a small fraction of the wealth of policy information contained within remuneration reports. E-reward's **Summit** Database differs from other providers because it is the **first time that information on all the significant elements of executive remuneration policy can be found in one place.**

Our experts have been working in this area for over 20 years and have an unrivalled knowledge of executive reward, reading every remuneration report from cover-to-cover. As a result, we don't just monitor the basic pay data, but also the detailed information relating to policy and practice contained in remuneration reports that determine today's executive and non-executive remuneration packages.

We may sound like a new name in this area but our data builds on information sourced from Incomes Data Services and stretches as far back as 2002 including legacy information gathered from thousands of company remuneration reports.

Thousands of remuneration reports in one place

Like any executive pay database, **Summit** focuses on pay levels – but pay data, while extremely valuable, only represents the final outcomes of remuneration policies and is just the tip of the iceberg in terms of what a remuneration report contains. To gain a true understanding of a company's strategy requires a more complete picture which is why **Summit** is split into five main areas:

- Executive and non-executive pay information
- Incentive plan grant values and amounts vesting
- Incentive scheme design information
- Other remuneration policy design information
- Director and NED biographical details.

'In essence, it aims to give the user access to hundreds of remuneration reports in one place, classified, categorised and easily searchable.'

Summit is unrivalled in the amount of pay information it contains: current and historical; single-figure; realised; potential; and future scenario remuneration levels.

But where Summit really sets itself apart is the amount of non-pay information it contains – both qualitative and quantitative.

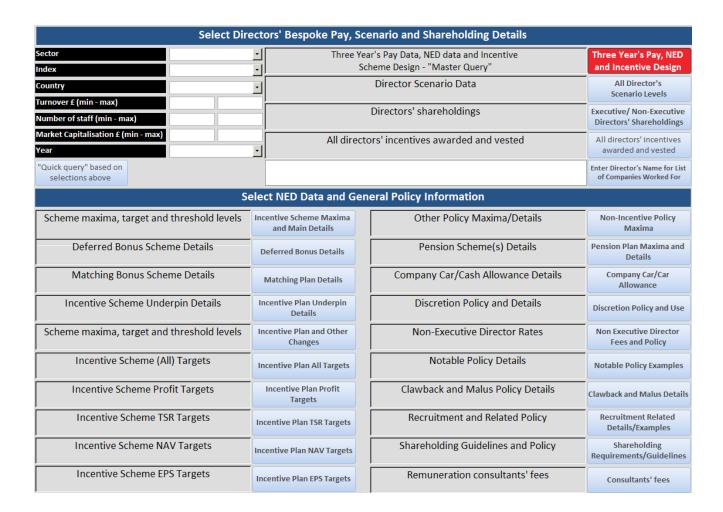
We aim to give the user access to hundreds of remuneration reports in one place. But the true value of our database is that all the information has been classified, categorised and made easily searchable, meaning users can access the data they need in an instant. In-depth non-pay details it includes cover:

- All incentive scheme designs, targets and features
- Other remuneration policy information
- Changes to policy in the year
- Notable or innovative aspects of policy.

Easy-to-access interface

Summit incorporates a number of automated searches making it easy to pull out the information you need – whether it is related to pay itself or clawback and malus, benefit values, recruitment or relocation policy, cars or other innovative examples or remuneration strategy.

In addition, the **red button** shown below allows the whole contents of the database to be exported into a bespoke Excel application where the data can be manipulated for immediate results and analysis.



Pay and fee level information

The **Summit Database** contains every element of remuneration associated with each director, whether single-figure, realised, granted, exercised or even lapsed. We collect pay data for each executive director which include:

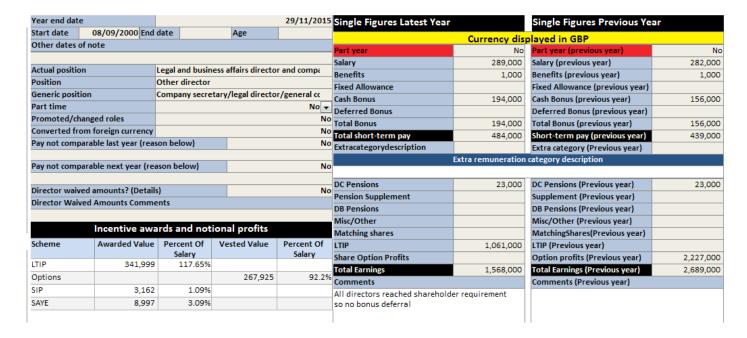
- Actual salary levels
- Scenario minimum, target and maximum levels
- Shareholdings; in absolute terms and as a percentage of salary
- Single figure levels
- Realised amounts that have vested and been exercised
- The value of LTIP, option, deferred bonus and other awards/grants.

'The Summit Database contains every element of remuneration associated with each director, whether single-figure, realised, granted, exercised or even lapsed.'

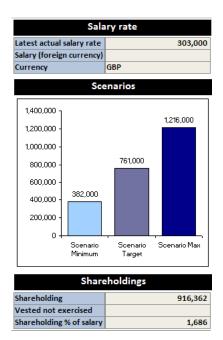
Single figure data and a lot more

The move to a 'single figure' representing directors' earnings in the year has made things easier when it comes to analysing board level remuneration, but total amounts often include estimated sums. So to gain a full picture of the top level pay landscape it is necessary to look further than the headline single figure.

This is why **Summit** also records the value of all incentive awards granted as well as the notional profits of all incentives that have vested and been exercised both in monetary terms and when expressed as a percentage of salary as illustrated in the bottom left section of the panel below.



Recording all data means it is possible to have access to single figure values presented in a particular year, but also the actual value of shares granted in the year as well as the values of incentives that were actually realised once fully vested as opposed to the estimates that are provided in many cases. The result is that it is possible to examine whatever measure of pay you require – single figure; actually realised; potential future value; or even to determine the value of awards that have lapsed.



'Our staff thar enter the boardroom data have been examining remuneration reports for over two decades. They read every remuneration report from cover-to-cover.'

Data output

With so many details collected, it could be a challenge to extract the data required but the **Summit Database** has many automated procedures built in to make it easy to access information. Central among these is the query form below that allows the user to pull out data on all aspects of remuneration policy – all pay data; non-executive fee information; and complete details on policy structure and design – into Excel.

'All elements of remuneration policy and an easy-to-use interface to extract the data you need.'

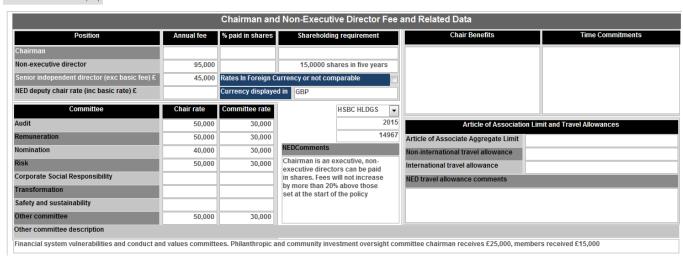
	Minimum	Maximum			
Market Capitilisation	0.00	144,602.00	Reset Values		
Revenue	0.58	74,593.00			
Staff Numbers	0.00	515,804.00			
Share Price	0.00	11,350.00			
Year End Date	01/01/2013	31/12/2015			
Step 1: Choose Broad Sector	or > Sector > Sub Sector		Step 2: Choose Position, Generic	c Position or search fo	r Actual Position or Target Name
Broad Sector		Selected Broad Sectors	Position		Selected Position
	Select > Select All >> < Remove	Chemicals & pharmaceuticals A Construction & building mate E-business, software & comp Engineering, electrical and ot Finance Food, drink & tobacco Media, marketing & telecomi Oil, gas & minerals		Select > Select All >> <remove <remove="" all<="" td=""><td>Company secretary FD Finance director No position given Non-executive director OD Other director Principal director</td></remove>	Company secretary FD Finance director No position given Non-executive director OD Other director Principal director
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				1	Export Data to Excel

Non-executive executive directors

In recent years, non-executive roles have expanded and become more complex with a number of new responsibilities leading to more committees beyond the traditional audit, remuneration and nomination. **Summit** records all non-executive fee level information and related information such as:

- Basic fee levels
- Chair and deputy chair rates
- Senior NED rates
- All committee chair and member rates
- Percentage of fees paid in shares
- Article of Association limits
- Travel allowances
- NED and chair benefits
- Other policy aspects of note.

Realised remuneration (UK) Non-executive directors



Non-pay data and policy nuances

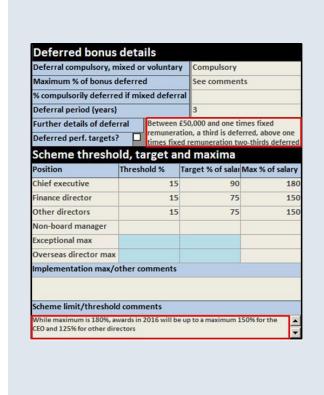
Since single figure reporting has emerged the number of executive remuneration suppliers has expanded but much of what is offered is usually just headline pay figure statistics with, at best, some limited information on incentive plans.

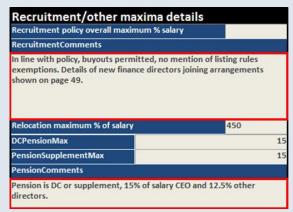
Summit is unique. It's a lot more than a pay data repository – we collect vast amounts of non-pay information on all aspects of remuneration policy.

The database recognises that while remuneration policies are structured around numerous thresholds and limits, company practice means that what is implemented each year often does not coincide with these ceilings. As a result, in addition to collecting information on all scheme thresholds, **Summit** augments quantitative data with more qualitative information in order to illustrate the nuances of policy implementation, discretion and wider practice.

In fact, text fields providing more explanation run throughout the database to provide a fuller picture as the panels on this page illustrate (highlighted).

Moreover, this qualitative information stretches further than incentive plan design with other areas covered including pensions, relocation, cars, recruitment, relocation, clawback, malus and shareholding guidelines.





IncentiveScheme -	YearEndDat(→	TargetName →	Weight -	Quantum +	Minimum' ◄	MinimumVesting ▼	MaximumTarget •	MaximumVesting ▼
LTIP	27/09/2015	EPS	75	%pa	6	20	12	100
LTIP	30/06/2015	EPS	50	%pa	8	25	13	100
LTIP	30/06/2015	EPS	25	Pence	410	30	500	100
LTIP	30/06/2015	EPS	33.3	Pence	25.06	43.75	29.32	100
LTIP	30/06/2015	EPS	50	%pa	5	25	15	100
LTIP	31/10/2015	EPS	66.6	%pa	3	25	8	100
LTIP	30/09/2015	EPS	75	% Per annun	7	25	12	100
LTIP	30/09/2015	EPS		%pa	10	25	25	100

'We are committed to providing independent and impartial data on boardroom pay. We regularly update the structure of the database to reflect changes in policy and practice and can provide additional tailored information on demand.'

Checklist

Summary of information and features included in the Summit Database.

Pay data

- Data stretching back to 2002
- Single figure pay data
- Realised pay actually received
- Cash/deferred bonus splits
- DC/DB/cash allowance pension splits
- Future scenario pay levels
- Value of share and option grants.

Non-executive information

- Basic fee rates
- Chairs and deputy chair rates
- Senior independent director rates
- Articles of Association limits
- Committee chair and member rates
- NED shareholding and other policies
- Benefits, time commitments and travel allowances.

Incentive plan data

- Bonus, LTIP, share option details
- Scheme thresholds and maxima
- Actual implementation levels
- Performance and holding periods
- Performance targets, weights and quantums
- Vesting periods and details
- Deferred bonus details
- Matching plan details
- Clawback, malus and discretion
- Scheme changes
- Notable examples.

Other policy details

- Other maxima of note
- Pensions policy
- Company cars
- Shareholding guidelines
- Recruitment and relocation
- Overall comments/notable aspects of policy.



Contact us

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Web: www.e-reward.co.uk/executive-pay

Bespoke data

Purchase bespoke data at competitive prices. Drill down to the specific data you require.

For more information, please contact our experienced team to discuss executive remuneration research tailored to fit your requirements.

Price charged will be based on:

- Number of companies
- Whether it's just pay data or incentive data
- How many years' data.

Database solutions

Summit is a **Microsoft Access** database with in-built features to make extracting the data you need very simple – literally at the touch of a button. The data can be exported to Excel very easily and once the spreadsheet data is selected there is a **bespoke Excel application** that also makes filtering and analysing the data an effortless task.

We charge a standard annual fee with no upfront lump sum payments to reflect the service supplied and the way the costs accumulate. Project fees payable to E-reward.co.uk will therefore vary according to the amount and depth of data requested.

Given that the bulk of company annual reports are published from the end of March (31 December year-ends) we usually provide data in separate tranches throughout the year to coincide with reporting periods.

Request a demo

The **Summit Database** is constantly evolving, adapting to improvements in disclosure and mirroring current practice. It includes a vast amount of information so whether you require bespoke data relating to a single company or a full picture of the UK market in order to consult clients the data is recorded.

The information here provides a taster of the potential of the database but in order to really appreciate what it can do, you need to see it.

For this reason, we would be happy to explain further or provide a demonstration of the capabilities and depth of the database. If you would like to know more and the range of services associated with **Summit** that we offer, please contact **paul@e-reward.co.uk**