



Executive Offerings

Overview

Executives Capabilities

Status analysis (employee vs. self-employed)



Executive Scan



Mapping of the compensation package, contractual arrangements, insurance benefits cover, tax and/or social security position of the executives within your organization to have full disclosure on individual entitlements, be informed about the compliance level and support alignment in your executives' strategy.

MENU BASED APPROACH

The menu of the executive scan can be all-inclusive but can also consist of some focus areas:

- ✓ Benchmark of compensation & benefits
(guaranteed income and pension plans, LTI, STI)
- ✓ Identifying risks and opportunities
- ✓ Pension scan (legal and extralegal entitlements)
- ✓ Analysis of contractual arrangements
(alignment of non-compete and termination clauses)
- ✓ Analysis sustainability continued application special tax status or split payrolls
- ✓ Analysis personal income tax and social security situation

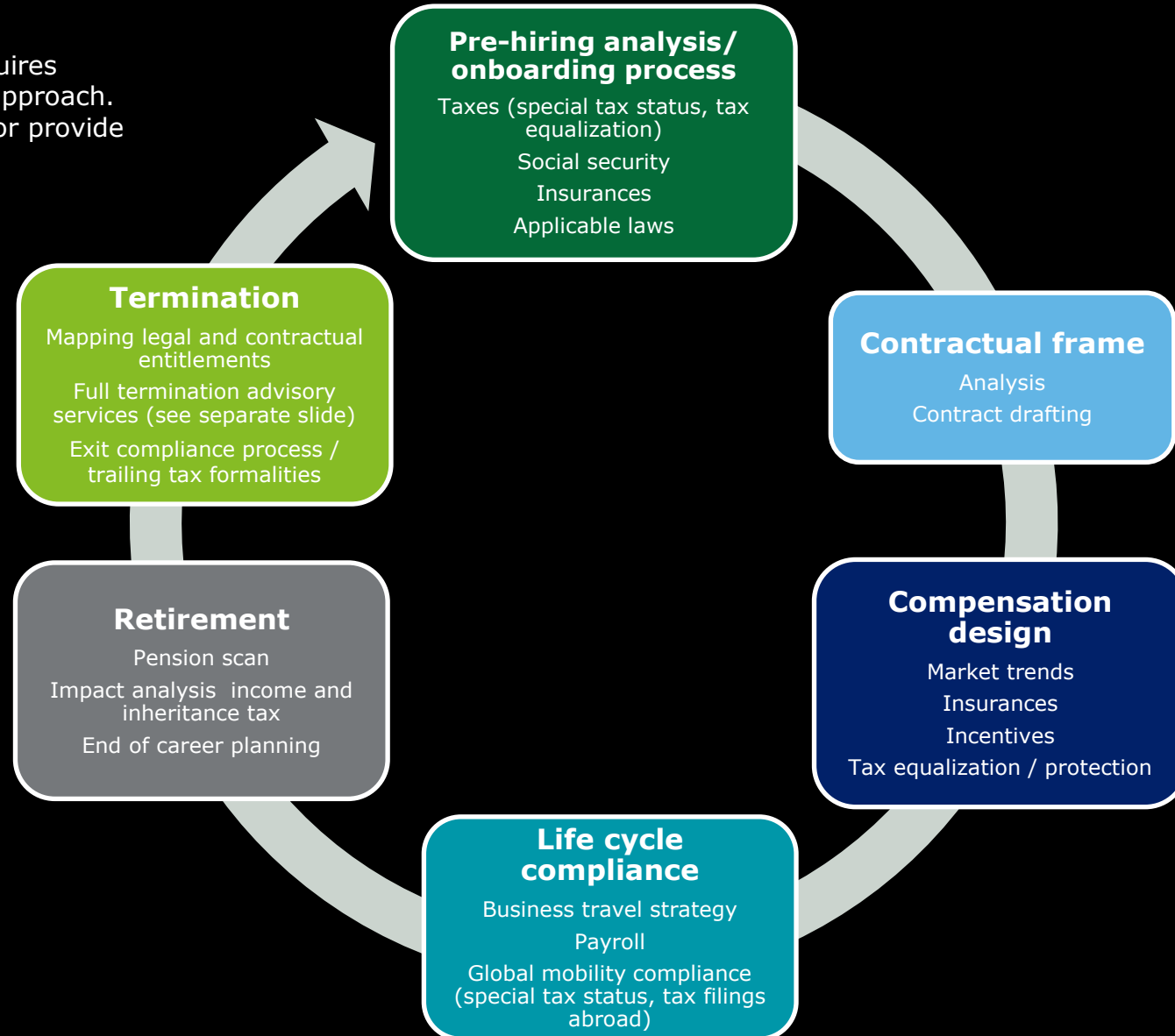
Sample report of findings

	Equity & other incentives	Pension	Contractual arrangement	Feasibility continued application special tax status	Personal income tax & social security assessment	Insurance cover
CEO	●	●	●	●	●	●
CFO	●	●	●	●	●	●
COO	● Check tax reporting / social security position	●	● No restrictive covenants	●	●	●
CMO	●	● Pension scan recommendable	● Not consistent with terms others	●	●	●
VP Sales	●	● Possible tax issues to be verified	● Not consistent with terms others	●	●	●

● No issues
● Minor issues to be remedied
● Issues which are fundamental and require immediate action

Executive Life Cycle Support

Handling the HR life cycle for executives requires **customisation** and a highly individualised approach. We can offer support every step of the way or provide a helicopter view.



Compliance



The international career and personal situation of the executives, and the increasingly more complex regulatory landscape, pose new challenges to be compliant with all domestic and international legislation.

EXAMPLES

- ✓ Comprehensive tax briefings (Belgium and abroad)
- ✓ Application special tax status
- ✓ Payroll calculations (covering both Belgian and foreign payroll)
- ✓ Payroll instructions (covering both Belgian and foreign payroll)
- ✓ Tax filings in Belgium and abroad
- ✓ Affiliation for social security purposes / A1
- ✓ Support to obtain social security benefits in Belgium and/or abroad
- ✓ Posted Worker Directive compliance
- ✓ Formalities v-à-v FSMA, IAS 19, US GAAP
- ✓ Immigration support (including visits to local authorities and embassies)

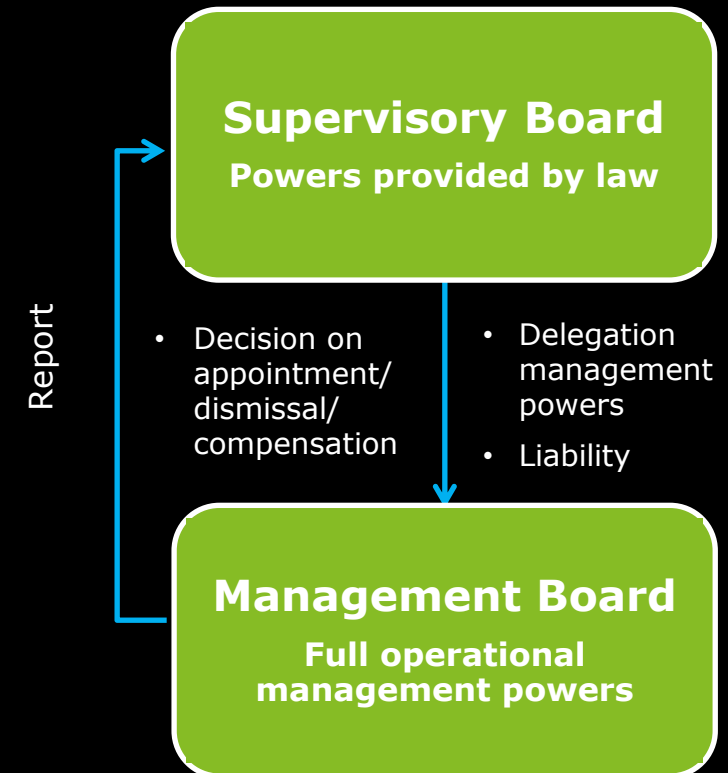
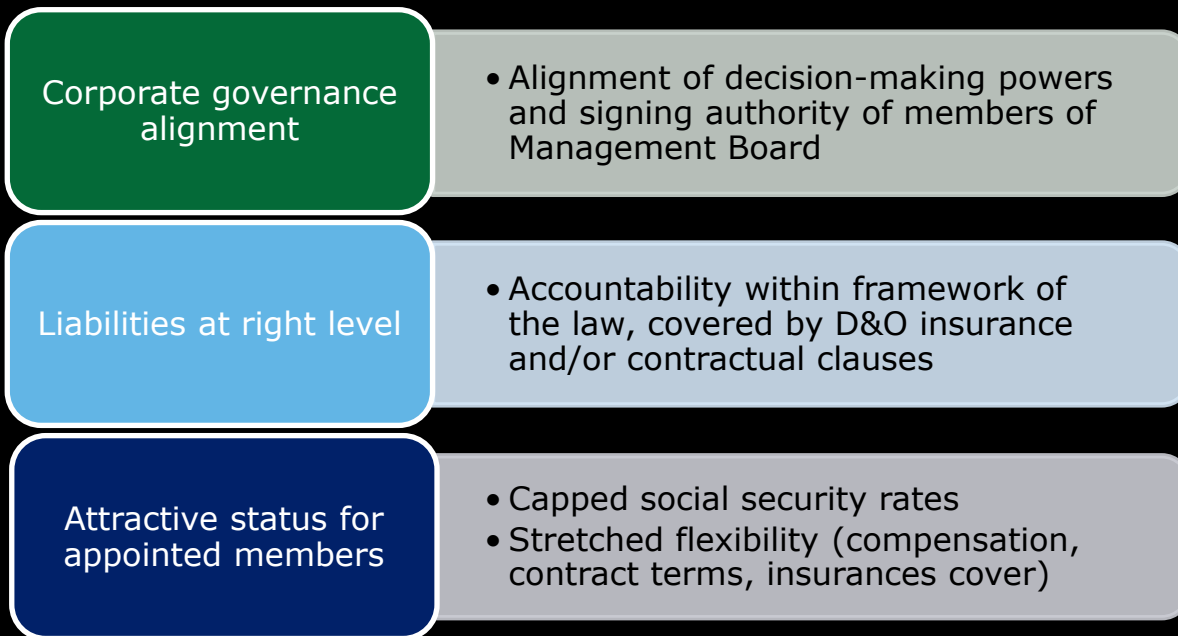


Management board



Under the Companies and Associations Code companies can delegate the full operational management to a management board.

We support from conducting a **feasibility** study all the way up to **implementation**.



Management board



Stakeholder management

Transparency towards and buy-in of key stakeholders

- ✓ Feasibility studies
- ✓ Info sessions corporate stakeholders and executives



Cost & savings projection

Insights on financials

- ✓ Cost & savings projections for company
- ✓ Individual gross-to-net and comparative calculations
- ✓ PSC calculations



Benefits / Incentives

Impact analysis & outline of approaches

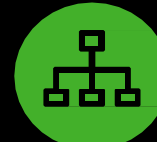
- ✓ STI/LTI schemes
- ✓ Loss of legal pension calculations
- ✓ Analysis IPC schemes
- ✓ Impact PSC



Contracts

Drafting of management agreements

- Focus on
- ✓ Contractual liability
- ✓ Termination entitlements
- ✓ Compensation



Corporate frame

Application within corporate law framework

- ✓ Review & adaptation articles of association
- ✓ Analysis impact new Companies and Associations Code
- ✓ Corporate documentation



Policies

Policy-outline capturing specifics

- Focus on
- ✓ Decision making powers and signing powers
- ✓ Restrictive covenants

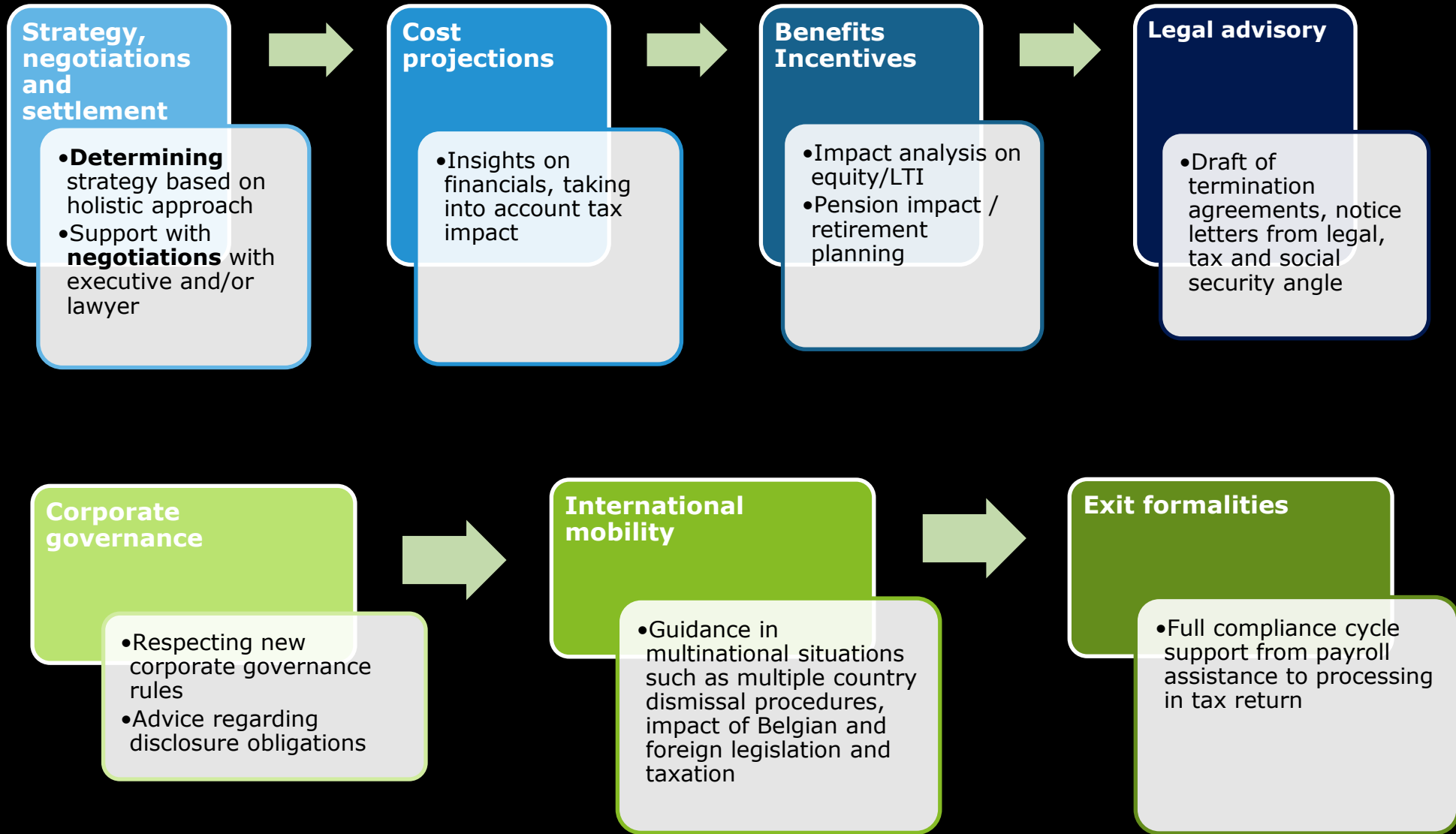


Implementation

Full compliance cycle from initial switch to business as usual

- ✓ Assistance in contact broker
- ✓ A1/S1/Social security fund affiliation
- ✓ Payroll overviews and instructions
- ✓ Annual tax return preparation

Termination governance



We have a proven track record in combining (inter)national legal expertise and income tax know-how with hands-on support when it comes to termination governance.

For Belgian listed companies only



Advice on compliance with corporate governance framework

- Impact analysis 2020 code
- Advice on corporate governance restraints and obligations
- Assistance with disclosure requirements

Advice on Shareholders Rights Directive II

- Awareness and gap analysis
- Documentation and process review and drafting
- Drafting formats for shareholder information collection and transmission; general meetings and corporate events; and voting process management

Support for compensation strategy

- Full access to the annual Vlerick study on executive remuneration throughout Europe, with a complete coverage of all listed firms in Belgium



Dedicated Executives Team



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