

Deloitte.



Equity & Incentives
Design, Deliver, Drive

Equity & Incentives professionals partnering with you to
deliver on your business and talent strategy

Equity & Incentives



The success of any incentive plan is rooted in the collaboration of a wide variety of stakeholders and subject matter experts. We partner with you in a flexible way to design, implement, communicate and operate incentives to help you meet your business aspirations.



The Deloitte Equity & Incentives practice is made up of over 600 market leading professionals across 100 countries in the key areas of: Plan Design, Governance & Compliance, Tax, Legal & Regulatory, Operations, Communications, Accounting and Finance. We support a spectrum of companies with matters across the incentives lifecycle: from fast growth start ups through to large multinational companies.



A multidisciplinary approach means that we can provide the full breadth and depth of support. We can help you navigate the field of incentives - working with you from inception/ plan design through to implementation and ongoing operation. This includes understanding the costs of any new arrangements, delivering the legal drafting and employee communications that bring your incentives to life. To help you manage your global risk and compliance, it also includes partnering with multiple stakeholders across your legal, HR, finance, tax and payroll teams. Our support helps you deliver on your strategic goals.

Equity & Incentives

How we can help you...

Design
Deliver
Drive

Ongoing Operations

- GA Incentives (see next page)
- Shadow payroll processing
- Ongoing filings/non-payroll reporting
- Enhancements/adjustments feeding back into re-design
- Supporting with changes due to corporate events (spin-outs, demergers, change of control, management buy-outs)
- Ongoing legal support
- Continuous employee/HR lifecycle communications, led by Stitch

Launch

- Training for local payroll/HR
- Rolling out employee and HR communications, led by Stitch

Design & Feasibility

- Incentive design labs
- Development of strawmen and support with stakeholder management
- Support with administrator selection
- Global tax & legal feasibility

Tax, Legal & Accounting

- Global tax & legal actions
- IFRS2/headroom modelling
- Share plan financing
- Corporate tax deductibility & global recharges

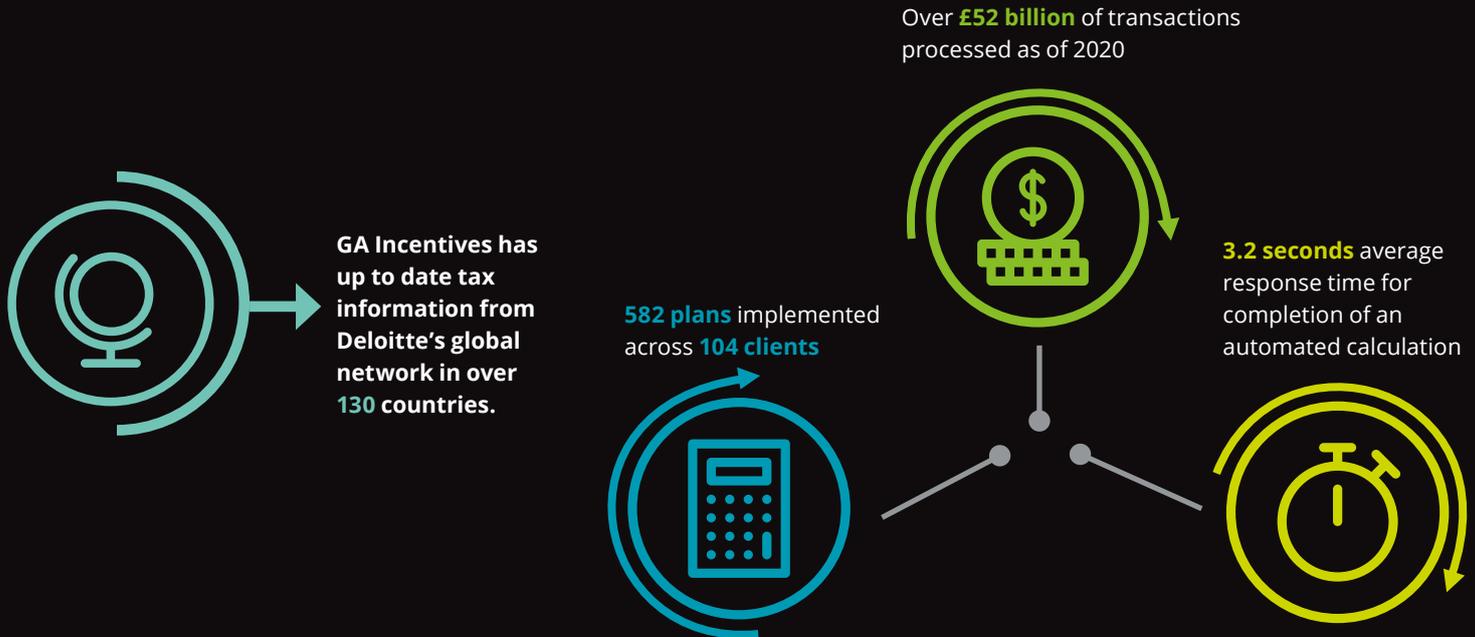
Implementation

- Operational policies/ processes
- Drafting plan documents by our Incentives Lawyers
- Pre-launch global registrations and filings
- Project management/secondments
- Developing a tailored communication strategy, led by Stitch



Global Equity & Incentives: Technology

GA Incentives is Deloitte's award winning tax withholding calculator for incentives programmes. A proven, flexible and fully automated technology platform to manage tax compliance for internationally mobile and domestic employees in real-time in a simple yet innovative way.



Your Deloitte Equity & Incentives team



Anita Grant
Partner
+44 (0) 7795 077551
anigrant@deloitte.co.uk



Liz Pierson
Partner
+44(0) 7990 634873
lpierson@deloitte.co.uk



Arran Simpson
Partner
+44(0) 7778 274812
asimpson@deloitte.co.uk



Mitul Shah
Partner
+44 (0) 7881 788320
mitulshah@deloitte.co.uk



Juliet Halfhead
Partner
+44 (0) 7768 066864
jhalfhead@deloitte.co.uk



Matt Crocker
Partner
+44(0) 7785 323892
macrocker@deloitte.co.uk

NORTH

John Tillotson
jtillotson@deloitte.co.uk

Dave Stevens
dstevens@deloitte.co.uk

Carla Walsham
cwalsham@deloitte.co.uk

MIDLANDS

Ian Fyffe
ifyffe@deloitte.co.uk

Antony Betts
anbetts@deloitte.co.uk

SOUTH WEST

Louise Henderson
louihenderson@deloitte.co.uk

LONDON & SOUTH EAST

Matt Stephen
mstephen@deloitte.co.uk

Robert Jennings
rjennings@deloitte.co.uk

Sarah Keith
skeith@deloitte.co.uk

Naveed Khan
navkhan@deloitte.co.uk

Danielle Jassal
djassal@deloitte.co.uk

Chris Booker
cbooker@deloitte.co.uk

Lucy Hovland
lhovland@deloitte.co.uk

Hayley Andrew
handrew@deloitte.co.uk

Katie Stephens
kstephens@deloitte.co.uk

stitch
a Deloitte business

Jane Darlington
jdarlington@deloitte.co.uk

Charlotte Cooper
cmcooper@deloitte.co.uk



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