

# Diligent Intel Compensation Analysis FAQs

## Australia, Continental Europe & United Kingdom

### What is the Diligent Intel Remuneration Analysis and how is it used?

Glass Lewis has partnered with Diligent to deliver market-leading analysis of CEO pay and company performance over three-five years for companies in Europe, Australia and [North America](#). The charts displayed in the Glass Lewis Proxy Paper provide an additional point of reference for understanding the alignment between realisable company pay and corporate performance over several years relative to peers. The analysis does not produce a score and does not determine Glass Lewis' voting recommendations, although it is an additional input into our analysis of pay for performance.

Glass Lewis and Diligent welcome your feedback on the Remuneration Analysis. We will continually fine-tune the analysis and update our analysis based on your feedback, with the next scheduled update in the first quarter of 2022.

Please submit feedback to [info@glasslewis.com](mailto:info@glasslewis.com) and [supportcgi@diligent.com](mailto:supportcgi@diligent.com).

### Which companies are included?

The Remuneration Analysis page is included for the following indices:

- ASX 300 (Australia)
- ATX (Austria)
- BEL 20 (Belgium)
- BEL Mid Cap (Belgium)
- OMX Copenhagen 20 (Denmark)
- OMX Helsinki 25 (Finland)
- CAC 40 (France)
- CAC Next 20 (France)
- CAC Mid 60 (France)
- DAX (Germany)
- MDAX (Germany)
- ISEQ 20 (Ireland)
- FTSE MIB (Italy)
- FTSE ITALIA MID CAP (Italy)
- AEX (Netherlands)
- AMX (Netherlands)
- OBX (Norway)
- PSI-20 (Portugal)
- IBEX 35 (Spain)
- IBEX MidCap (Spain)
- OMX Stockholm 30 (Sweden)
- SMI (Switzerland)
- SMIM (Switzerland)
- FTSE 100 (United Kingdom)
- FTSE 250 (United Kingdom)

Companies that do not provide adequate, timely disclosure to determine remuneration amounts will not be included.

## How are the peer groups constructed?

Glass Lewis' peer groups have been constructed in collaboration with the Diligent research team for European listed companies to benchmark remuneration levels and review pay for performance alignment. For each company, two peer groups have been composed, Country and Sector, with each containing 10 appropriate peer companies. The metrics for determining best fit peer companies are: GICS, market capitalization, revenues, employees and asset base. Managed assets are favoured over revenue for companies operating in the financial services sector. To refine the peers from the industry, those that are within a reasonable size range of the company market capitalization is included. A range of .5x to 3x of the company's market size have been included. Companies with less than 2 years trading are excluded even when they are perceived as strong fit. Peers are updated in February and August. Financial data to determine peer companies is based on public information, as well as information provided by third parties. For more information about Glass Lewis peer groups, please send an email to [supportcgi@diligent.com](mailto:supportcgi@diligent.com) with your enquiry.

## What does the Relative Position chart show?

The Relative Position chart show the company's relative degree of alignment for CEO pay and company performance over a five-year period, against peer companies. The companies in the shaded grey area represent an alignment between CEO pay and company performance relative to the peer group. Companies above the grey area demonstrate a misalignment between CEO pay and company TSR performance over a five-year period.

## Do you display grant date or realised pay?

The charts displayed on Glass Lewis' Remuneration Analysis page analyse total realisable pay each year for the past three-five years compared to performance. Base salary, short-term incentives, and other payments and benefits are recorded in respect to the fiscal year for which they were earned. Deferred and long-term incentives are recorded at vesting date to ensure a complete analysis of the actual performance outcomes relevant to the rewards. Diligent Compensation & Governance Intel's platform provides access to more data for outstanding and grant date value awards. For more information, please send an email to [supportcgi@diligent.com](mailto:supportcgi@diligent.com) with your enquiry.

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