

ISS and Glass Lewis Pay-for-Performance Simulation

Hugessen has the capability to simulate the ISS and Glass Lewis pay-for-performance (P4P) tests. Our simulations can predict the outcomes under the proxy advisors' quantitative P4P evaluations which are used to inform their recommendation on Say-on-Pay.¹

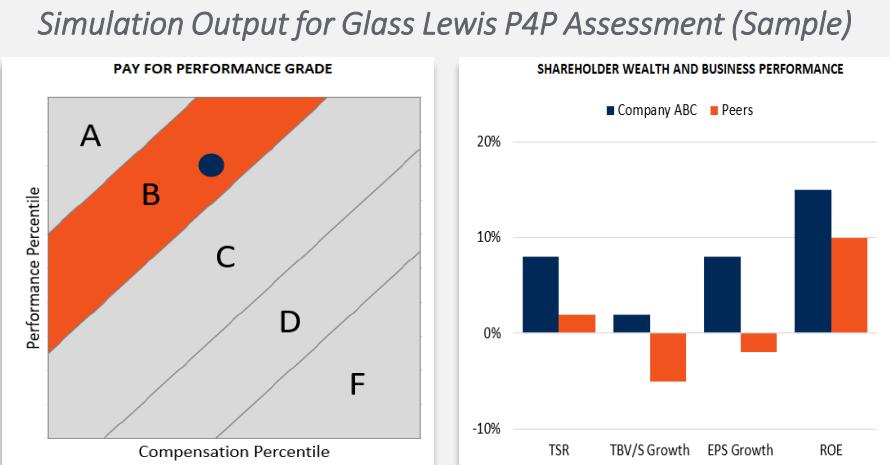
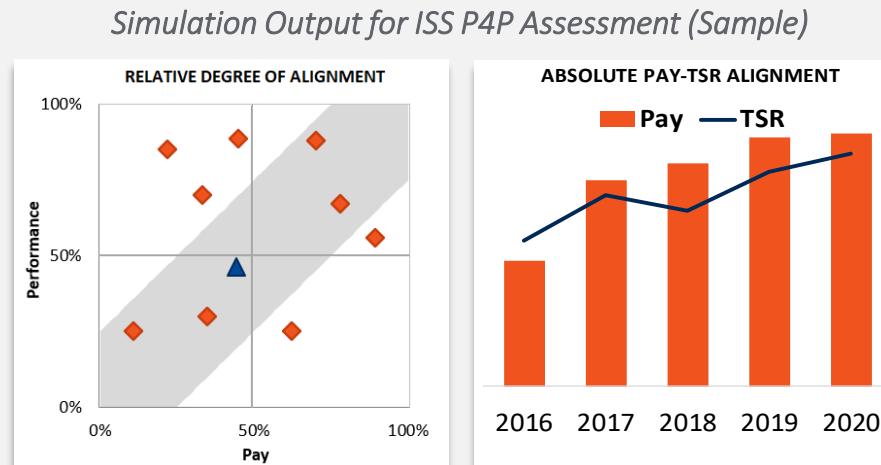
ISS and Glass Lewis Pay-for-Performance Simulation

- Project ISS' Initial Quantitative Concern based on an analysis of the company's relative total shareholder return vs. estimated CEO compensation using the latest disclosed ISS peer group
- Project Glass Lewis' Pay-for-Performance Grade based on an analysis of the NEO compensation vs. shareholder experience and business performance for the company and the latest disclosed Glass Lewis peer group

Benefits of ISS and GL Pay-for-Performance Simulations:

- ✓ Ability to preview the ISS and Glass Lewis P4P assessment and recommendation on Say-on-Pay
- ✓ Companies can anticipate and proactively address shareholder concerns on executive compensation, as appropriate
- ✓ Support the drafting and inform the narrative of the proxy disclosure

Deliverables:



¹ The outcomes under Hugessen's ISS and Glass Lewis pay-for-performance simulations reflect its best efforts to replicate the ISS Quantitative Analysis and Glass Lewis Pay for Performance Grade. While we believe with high confidence that it does in fact replicate the outcomes of the proxy advisors' analysis based on known variables, we do not, and cannot, guarantee that our simulation will in fact replicate ISS and Glass Lewis' own analytics.