



OUR CLIENT STORIES

An Executive Compensation Case Study

CLIENT PROFILE



Market Cap
\$300M - \$2B



Industry
Biotechnology



Country
Europe & United States

Business Challenge

A Biotechnology company completed its dual listing on NASDAQ and in Europe. The NASDAQ listing required a more stringent approach to equity management, and the company's equity plan failed to receive shareholder support because of high dilution and problems in the plan's design.

General Counsel, Corporate Secretary, and Compensation team members engaged ISS-Corporate on proxy advisor and institutional investor policy sets and evaluation criteria to better understand best practices for equity plans.

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Our Solution

The Advisory team worked with the company to identify potential improvements to the company's equity plan design and disclosures and to incorporate shareholder-friendly provisions. The advisory team ran multiple scenarios leveraging the Equity Plan Scorecard (EPSC) model to simulate how the company might structure its plan to improve its chances for shareholder support and to optimize the number of shares they can request.

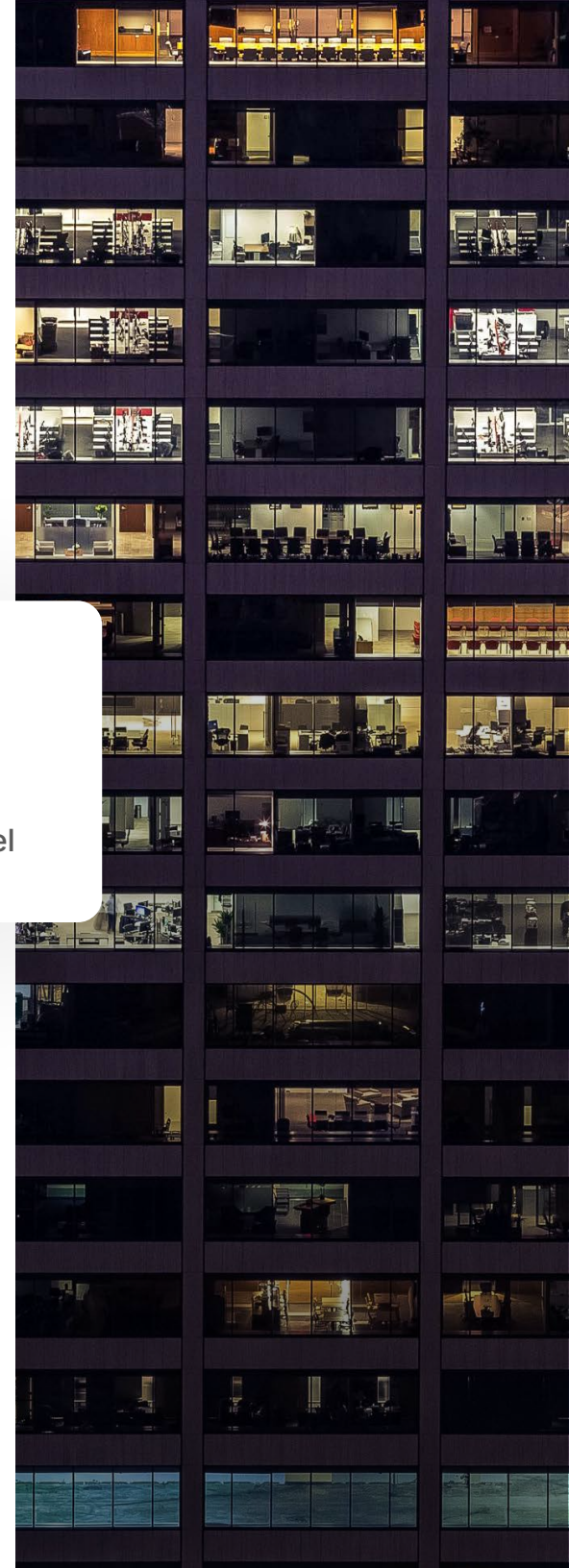


Thank you for your help in modeling and getting us to the correct outcome. The plan was approved last week by our shareholders, so a great outcome!

General Counsel

Results

The company submitted the equity plan on the ballot again at its annual general meeting after incorporating several shareholder-friendly enhancements. The changes were viewed positively by shareholders and proxy advisors and the plan passed with a high level of investor support.





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