



CLUB 50 REMUNERATION SURVEY PART 2

SHARE INCENTIVES

AVERAGE VALUE

	2018	2019	2020
RSUs – Restricted Stock units	174,000	270,000	252,000
PSUs Performance stock units	345	345	353
ESSP Employee Stock Purchase Program	10,000	10,000	5,000
Class A shares	3	4	293,000
Stock Options	141,000	152,000	164,000
Other Share Incentives	84,000	87,000	30,000
Income from extraordinary events	5,000	4,000	4,000
Other significant income	15,000	9,000	15,000
Overall average	429,348	532,349	763,353

AVERAGE VALUE PUBLIC VS PRIVATE COMPANY BY YEAR

	2018 Private	2018 public	2019 private	2019 public	2020 private	2020 public
RSUs	28,000	310,000	50,000	479,000	125,000	363,000
PSUs		666		667		639
ESSP		19,000		18,000		10,000
Class A shares					458,000	188,000
Stock Options	292,000		331,000	8,000	379,000	14,000
Other Share Incentives	173,000		195,000	17	73,000	
Income from extraordinary events		10,000		8,000		7,000
Other significant income	11,000	20,000	12,000	8,000	30,000	4,000
Overall average	504,000	360,000	588,000	521,084	1,065,000	586,639

AVERAGE VALUE 2020 – TYPE OF COMPANY

	S/W + Services + H/W	Primarily S/W	Primarily H/W	Primarily Telecom
RSUs – Restricted Stock units	113,000	407,000	34,000	125,000
PSUs Performance stock units		667	75	
ESSP Employee Stock Purchase Program	9,000	5,000	8,000	
Class A shares		200,000	184,000	
Stock Options	92,000	275,000		33,000
Other Share Incentives	42,000	42,000		
Income from extraordinary events		7,000		
Other significant income	42,000	3,000	39,000	
Overall average	298,000	939,067	265,075	158,000

AVERAGE VALUE MEN VS WOMEN BY YEAR

	2018 Women	2018 Men	2019 Women	2019 Men	2020 Women	2020 Men
RSUs	251,000	152,000	216,000	305,000	209,000	281,750
PSUs		500		500	28	500
ESSP	19,000	6,000	19,000	6,000	7,000	5,000
Class A shares		4		6	375,000	275,000
Stock Options		205,000		221,000	500,000	38,000
Other Share Incentives	106	121,250	31	127,000	31,000	32,000
Income from extraordinary events	19,000			6,000		5,000
Other significant income	53,000	1,000	19,000	6,000	31,000	9,000
Overall average	342,106	485,754	254,031	671,506	1,153,028	646,250

AVERAGE VALUE – 2020 BY SIZE OF COMPANY

	Under \$500m	500m- 2Bn	2 – 10Bn	10Bn+
RSUs – Restricted Stock units	250,000	348,000	253,000	113,000
PSUs Performance stock units			3,000	38
ESSP Employee Stock Purchase Program		3,750	17,000	9,000
Class A shares		708,000		22
Stock Options	775,000	10,000		
Other Share Incentives	5,000	71,000		
Income from extraordinary events			35,000	
Other significant income		18,000		34,000
Overall average	1,030,000	1,158,750	308,000	156,060

AVERAGE VALUE 2020 – TENURE IN CURRENT ROLE

	Under 2 years	2-5 years	5 years plus
RSUs – Restricted Stock units	442,000	118,000	210,000
PSUs Performance stock units	0	1,500	20
ESSP Employee Stock Purchase Program		7,000	9,000
Class A shares	945,000		
Stock Options	444,000	96,000	
Other Share Incentives	67,000	40,000	
Income from extraordinary events			10,000
Other significant income	18,000	36,000	55
Overall average	1,916,000	298,500	229,555

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QUESTIONS?