

# Remuneration Disclosure Shareholder Resolution Sample

## Title:

Resolution on Enhanced Executive Remuneration Disclosure

## Proposed by:

[Shareholder(s) Name or Shareholder Representative]

## Background and Supporting Statement:

In accordance with the principles of transparency and accountability, shareholders request enhanced disclosure of executive remuneration practices. Current disclosure practices may not provide sufficient clarity and comparability for shareholders to assess the alignment of executive compensation with long-term value creation and company performance.

Enhanced transparency regarding executive remuneration will facilitate better stewardship and responsible investment decisions by shareholders.

## Resolution:

RESOLVED, that shareholders request the Board of Directors to prepare and disclose an annual report providing comprehensive, clear, and accessible information regarding the company's executive remuneration policies and practices. Such disclosure should include, at a minimum:

- The company's policy for determining executive remuneration, including fixed and variable components.
- Details of performance metrics and targets used in determining variable pay.
- Actual amounts paid to each executive officer for the most recent fiscal year, with explanations linking pay to performance.
- Comparative information on pay ratios, including median employee pay relative to executive compensation.
- Any changes made to remuneration policies during the reporting period and the rationale for those changes.

The requested disclosure should be made available to shareholders on the company website and in the annual report beginning with the next fiscal year.

## Conclusion:

We urge shareholders to vote in favor of this resolution to promote greater transparency and accountability regarding executive remuneration.