

Press release

## **DirectorInsight, new online platform, provides transparency and fact based decision making for supervisory board and shareholders on executive pay**

**Amsterdam, December 19<sup>th</sup>, 2014 – Today, the online platform DirectorInsight was officially launched. It is designed to provide transparency and gives unparalleled insight in the performance and value creation of European listed companies and the compensation of their top executives. Through standardized data and an independent valuation of compensation packages, the platform enables you to swiftly assess the alignment between pay and performance. Within a few mouse-clicks, supervisory board members and shareholders have access to the right information for decision-making and effective engagement. The platform uses historical data, available since 2008, forecasted performance, for around 1.100 listed European companies and has (compensation) profiles of over 30.000 directors and executives. The platform is developed by AMA Partners, an Amsterdam-based consultancy firm specialized in corporate governance, executive compensation and HR consultancy for mergers and acquisitions.**

By using DirectorInsight's standardized data, decision making - for instance on executive pay - can be done in the most objective and effective way possible. The performance of an individual company can be compared to the performance of other parties in the marketplace and it is also possible to assess how executives are performing compared to their peers.

### **Pay for performance insight**

DirectorInsight combines data of a large number of external sources, such as European stock exchanges, disclosures, annual reports (from 2008) and various databases. The system has many functionalities. Within seconds, an overview can be provided on how executive pay has developed compared to the stock price, the profit per share or to the pay of executives at other companies. It gives insight in the remuneration structure of directors and executives of listed companies as well as their expertise and performance. It provides the ability to compose own peer groups and review company's board performance, governance and composition across sectors and markets.

### **Supporting objective decision making**

Aniel Mahabier, founding partner of AMA Partners: "We decided to develop this platform after specific requests from clients and other parties. Decisions on executive pay - especially in the case of listed companies - are often scrutinized and lack transparency. Social responsibility and adopting sustainable pay practices play an important part. In order to decide on compensation packages that suit an executives' track record at a specific company, all the right data should be available and interpreted in the right way. DirectorInsight is the first platform in Europe that is build for this purpose. Members of supervisory boards and shareholders now have access to *the same*

information at the *same time*, which makes the decision making process transparent and accessible." International corporate advisory firm Georgeson: "Georgeson, having access to Director Insight, has proved very useful in supporting clients on various remuneration matters especially when speaking to shareholders."

### **Independent screening and assessment of executive performance**

Hermes Investment Management, a worldwide global asset management firm from London: "DirectorInsight is a tool which can help us easily identify how a company's executive pay and governance practices differ from peers and are aligned with performance. This is very useful in the analysis of governance risk and in our company engagement work." A number of leading European listed companies and investors have recently decided to start using DirectorInsight.

### **About AMA Partners**

AMA Partners specializes in corporate governance, executive compensation and HR consultancy for Mergers & Acquisitions. Based in Amsterdam, its' team of ten specialists provides services to numerous (listed) companies in the Netherlands and abroad.

[www.ama-partners.net](http://www.ama-partners.net)

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