

ProShare Annual Conference 2023

Tuesday 26th September - London

We are very pleased to announce that this year's conference will be held on Tuesday 26th September and, once again, we'll be at etc.venues, 155 Bishopsgate, London, close to Liverpool Street Station.

Following last year's conference where we had a thread of sessions running through the day around "**The Three Fs: Financial Resilience, Financial Education and Financial Wellbeing**", this year's theme is **Time for Change**.

With the announcements made regarding employee share plans in this year's Spring Budget, including updates and tweaks to EMI and CSOPs, and a once in a generation opportunity to improve and simplify the key all-employee share plans, SIP and SAYE, it really does feel like change is upon our sector. There has also been cross-party collaboration for share scheme reform as well as support for a potential Cost-of-Living share plan.

Expanding our focus further, the growth of AI offers new opportunities – and potentially some threats too – as it alters the business landscape. The way we work and communicate with our colleagues and plan participants has undergone massive change, technology platforms and systems are evolving faster and faster, we may see workplace changes as gig economy worker numbers continue to increase and, politically, it feels like a change of government may well occur next year.

What are the key changes we can expect to see over the next year or two, and what challenges will they bring? What changes excite you and offer genuine opportunities, and what potential changes may not be such a force for good? How best to plan for change, and how not to get left behind? **ProShare wants to hear from you.**

A list of potential break-out session topics follows below, but these are only suggestions so please do feel free to put forward other ideas too. This year our delegates will have a choice of around 24 break-out sessions, each around half an hour long.

Case studies and submissions focussing on companies that issue share plans are very welcome, as they bring to life the challenges and opportunities encountered in the real world, offering great examples of best practice to delegates. In a tight choice between speaker submissions, having plan-issuer speaker(s) confirmed could give your submission the edge over others.

At this point **we only require the basic first draft** of your proposed session(s). Please send an email to **team@proshare.org** with the completed submission template. Please ensure the title of your email begins with "ProShare Conference 2023..." so that it receives the appropriate attention. **Submission deadline – 5.00pm Wednesday 28th June.**

Please note that we will only accept **three session submissions per organisation**, so ensure you submit your strongest candidates!



Typically, the number of submissions received outstrips the time available on the day. If we can't fit your proposed session into the conference schedule, then we may suggest a standalone webinar or roundtable discussion as an alternative way of giving great topics and engaging speakers the opportunity to engage with ProShare's growing audience.

Please note that whilst there will be a thread of sessions on our theme of **Time for Change**, we are open to submissions across *all* topics that will be of interest to our wider share plan community.

Many thanks for your continued support and interest in our conference.

Murray Tompsett

Head of ProShare

Possible topics:

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| Employee Share Plans: the key changes you need to know |
| Launching new plans: innovative ways to engage with your workforce? |
| SIP and SAYE Call for Evidence - teaching old dogs new tricks? |
| Participant activity – emerging trends and themes |
| Financial education in practice – case studies on new approaches to delivery |
| AI in the Share Plan sector |
| Tech advances in plan administration |
| Loud and Clear – transforming comms |
| Free shares for all! What to consider when launching a free share plan |
| Rewarding your key workers – latest trends in plan design |
| Crystal balls: what will see in the second half of the 2020s? |
| CSOP and EMI - back in the spotlight? |
| Out in the cold? The case for contract workers |
| Mobile employees: what's new in tracking and reporting? |
| A new look at launching plans in private companies |
| Trusts and beyond - the offshore perspective |
| The future of work |
| Exploring the S in ESG |
| What should a brand new all-employee share plan look like? |
| The impact of inflation on employee share plans |
| Workplace engagement – physical, virtual or hybrid? |
| Share Plans in Financial Services and Banking – what's new? |
| Latest approaches to malus and clawback |
| SMEs and unlisted companies – creating an internal market |

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| Save as you Earn: 43 years young |
| Demographic change and the future of the workplace |
| Bad Leavers – penalised for career progression |
| Employee, worker, contractor... shareholder? |
| How to promote a plan in a falling market |
| Can share plans really impact the economy? |
| Environmental, Social, and Corporate Governance: best for the planet and best for your workforce? |
| Employee activity at maturity / vest – latest trends analysis |
| Creativity and its role in share plan design and communications |
| The FX effect... how to manage currency (and share price) volatility in the context of global all-employee plans |
| What next for discretionary plan design? |
| In-house versus outsourced – administering your plans |
| Investors' governance priorities – less carrot, more stick? |
| In-house challenges – getting it right first time |
| The role of remuneration consultants and plan design |
| Global compliance – getting it right first time, every time |
| Leading with authenticity and compassion |
| The Future of Discretionary – No more fat cats! |
| The IPO Report |
| Communicating with a global audience |
| The next John Lewis? Latest trends in Employee Ownership Trusts |