

## ProShare Annual Conference 2022

Thursday 29<sup>th</sup> September - London

### Possible Topics

Employee Share Plans: building financial resilience for plan participants
Launching new plans: how best to engage with a wary workforce?
Workplace engagement – physical, virtual or hybrid?
Environmental, Social, and Corporate Governance: best for the planet and best for your workforce?
Financial education in practice – case studies on different approaches to delivery
Tackling inequality – pay ratios, gender and race pay gap reporting
Tech advances in plan administration
The impact of inflation on all your plans
Free shares for all! What to consider when launching a free share plan
Rewarding your key workers – latest trends in plan design
Removing barriers to share plan participation
CSOP - back in the spotlight?
Save as you Earn: 42 years young
Mobile employees: tracking and reporting for tax purposes
Launching plans in private companies
The Offshore Element
The Great Resignation – fact or fiction?
Exploring the S in ESG
The perfect all-employee share plan; what would it look like?
Contract workers – a new plan needed?
ESO and building back better
Share Plans in Financial Services and Banking

Malus & clawback in practice – case studies and lessons learnt
SMEs & unlisted companies – case studies on how (and why) they operate plans and internal market
Demographic change and the future of the workplace
Charitable donations via share plans
Using tech to tackle the challenges around financial reporting for share-based payments
How to promote a plan in a falling market
Can share plans really impact the economy?
Employee, worker, contractor...shareholder?
Employee activity at maturity/vest – 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?
Day-to-day in-house share plans practice – getting it all done
The 'hot seat' – RemCo chairs and committees, 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
Diversification in difficult times

**...or feel free to suggest your own.**