



LET'S  
TALK  
ABOUT  
MANAGEMENT  
INCENTIVE  
PLAN





Are you looking to set up a tailored management incentive plan to incentivise key employees to grow value in a tax efficient manner?

Have you thought about how it impacts your capital structure?



# HOW TO VALUE?

The correct valuation of the management incentive plan is not only essential for the favourable tax regime to work, it is also key in the long term success of the incentive structure itself!



# WHAT TO CONSIDER?

In assessing the correct market value of the management incentive plan, you should take into account the different legal and economic characteristics and rights belonging to each class of shares and the specific economic context of the grant. The value of the last capital round does not (automatically) define the market value of the management incentive plan.



# WHAT'S THE RISK OF OVERVALUING?

Overvaluing your management incentive plan makes your plan less attractive whilst undervaluing might result in an unforeseen tax bill for your managers and your company!

Let's talk and you will see  
that there is value in  
working with an  
integrated approach.



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