

The background of the advertisement is a blurred image of a computer monitor displaying financial data, including a line graph and a table. A hand is visible in the foreground, pointing at the screen with a silver pen. The overall color scheme is dominated by blue and white.

YOUR PARTNER IN **PARTICIPATION SOLUTIONS**

Innovative Software You Can trust

We do our job, you do yours

Monidee is your partner in Financial Participation, Reward plan & Compliance Solutions. We offer flexible, innovative, and quality solutions and services. We value long-term commitments with our clients and take the time to fully understand each client's business needs. This hands-on, personal approach allows us to implement suitable solutions for every organization we service.



Knowledge at your fingertips

Monidee is your partner in Financial Participations, Reward Plans and Compliance Solutions. Since 1999, many multinational companies have relied on our award-winning solutions to enable employees to participate in their company's reward plan or participate in any financial offers in listed or non-listed companies.

Since our technology is internally developed, our offerings can be administered directly or via partnerships with other providers and will meet the individual needs of both public and privately held companies of any size. Whether it is managing a complex employee reward plan, financial participations or monitoring new compliance regulations, our flexible solutions can streamline many of your day-to-day processes and allow your team to focus on decision making and to avoid time consuming tasks.

Our solutions

- Financial Participation Solutions
- Reward Plan Solutions
- Compliance Solutions
- Support Service solutions
- Partnership solutions

Today's financial world changes so fast it can be a struggle to keep on top of things. Keeping ahead of all the regulatory changes while managing and retaining the very best employees is complicated and time-consuming. Today more than ever, knowledge is power.

We can't slow down the workings of the world, but we can make sure you have all the information you need whenever you need it. Imagine the simplicity and ease of securely accessing all your employees' financial transactions, reports and trading anywhere in the World. And extending this convenience to your employees, so that they can stay on top of their personal investments online 24/7.

Monidee's innovative software solution automates your company's time-consuming administrative, operational and transactional processes.

We take over your data processing problems, and give you what you need: more time, reduced costs and distilled information at your fingertips.

It may just sound too good to be true. But 200 international companies spread over 50 countries are happy to confirm our story. More than 170,000 participants speaking 14 languages currently use our tOption software on a daily basis.



Solutions Page: tOption solutions

Monidee's tOption solutions have been designed and fine-tuned to meet the needs of a wide range of companies world-wide. For more than 10 years we have kept on top of the market in order to provide you with the latest and most relevant technology solutions to meet your needs.

Management of internal trading and/or employee reward plans are labor intensive and often a complex matter.

Monidee's tOption software platform was developed to make management of different plans easy and efficient.

tOption is our user friendly and flexible Internet or Intranet application that offers fully-automated web-based support for your own internal trading platform, as well as your employee share and option plans.

All investors, participants, managers and directors are able to access and manage all relevant information through secure connections 24/7 from any location in the world.

The tOption package is modular and can be customized to meet your needs.

It is divided into 3 sub-modules that can be used separately or combined to form an all-round solution for your incentive plans, internal trading and compliance needs:





tOption solutions

| Reward plan solutions | Internal Exchange solutions | Risk & Compliance |
|---|---|--|
| <p>Introduce complex incentive plans easily</p> <p>Manage option plans easily and efficiently</p> <p>Reduce time and cost by automating processes</p> <p>Fully-automated web-based support</p> <p>For Internet or Intranet</p> <p>Secure access for all participants 24/7</p> <p>Expat ready: multiple currencies and support for complicated expat tax treatments.</p> | <p>Set up your own private stock exchange,</p> <p>Register financial participations and trade everything that has a value</p> <p>Manage internal trading of certificates</p> <p>Deal in listed or non-listed securities</p> <p>For public or privately held companies and co-operatives</p> <p>Multiple asset types: money, securities, dividend, tax and provision accounts.</p> | <p>Range of flexible reports for administrators and authorities</p> <p>Audit tracking: transaction histories and insider profiles.</p> <p>Limiting reputation risk: Compliance/ Insider Trading monitoring.</p> <p>Interfaces with Human Resource and administration systems</p> <p>Multi-level security settings.</p> <p>Hosting: can be hosted by Monidee in an ISO 27001 Certified secure datacentre.</p> |

Our solutions are:

- **Tailor-made:** tOption is modular, supports a variety of plans and contains an extensive authorization matrix allowing you to fully customize your workflow.
- **Cost-saving:** significantly reduce your time-consuming administrative, operational and transactional processes through automation
- **Flexible:** tOption is a bank-independent and broker-independent application leaving you free to choose your partners
- **Motivating:** all our software is built to make life more convenient and to increase work satisfaction for your employees
- **Secure:** participant and back-office data are kept confidential through multi-level security settings
- **Available 24/7:** employees and administrators have online and real-time access world-wide and no local software is installed
- **Future-proof:** our highly skilled team is constantly communicating with our client base of international top companies, so we can develop our products to meet your future needs

Internal Exchange Solutions

Your own in-house trading platform

My corn for your chicken? It may have seemed a lot simpler then but the days of bartering are long gone. These days we have increasingly sophisticated systems of trade and it would seem, increasingly complicated administration to go with it. If your organisation depends on your members' ability to trade, you may be spending much of your valuable time keeping up with regulations and paperwork. And even then, you may feel restricted in your trade opportunities. Liquidity and volumes are too low and investors have no ability to retreat from their investment.

Monidee's Internal Exchange Platform was specifically designed to address these concerns. Whether you run a private company, a foundation or a co-operative, we provide a flexible and secure platform for internal trading of certificates and other listed or non-listed securities.

Increased financial control:

- Transparent transactions
- The price of the security can be driven on supply and demand or fixed

More freedom:

- Creates liquidity
- Customizable standards and policies by organization

- Non-member investors can be invited to join exchange program

Ensure member loyalty:

- Encourages regular investment in Cooperative
- Trading occurs between authorized members
- Joint interest community creates feeling of belonging

Security

- Member data is stored on a fully secured website

Efficiency:

- Real-time communications with participants
- Payments are processed directly to and from a participant's bank

Member Benefits:

- The availability of sufficient liquidity
- Possibility to buy as well as sell securities
- Using auction format to cash out or trade with other members
- Anonymous transactions in Internal Exchange
- Transactions are auto-calculated net value including fees
- Real-time display of positions available for trading
- Historical data of all traded transactions



Share registers

Maintaining a comprehensive and up-to-date share register is a complex and time-consuming task. *Monidee's* Share Register is a web-based application that can help you simplify and streamline your company's regulatory duties. It takes care of:

- Day-to-day administration of the share register
- Creation of reports and provision of management information
- Administration of documents associated to share operations
- Payment of dividends and interest
- Shareholder communication
- Organization of shareholder meetings

Keep Track of Transactions

Share Register acts as a central repository for detailed information about the shareholders and issued shares. It makes it easy to track the lifecycle of each share through bought, sold, transferred, donations and share dismantlement. Documents associated with each transaction are also stored, for future reference.

Create Custom Reports

Share Register is fully searchable allowing you to produce detailed reports on your current and past shareholder structure and register transactions. This application not only offers a wide range of standard reports, but also helps you create custom reports to fit any special reporting needs your company might have. Standard reports include:

- Names and last known address of shareholders
- Issue dates of shares to each shareholder
- Number of shares of each class held by each shareholder
- Dates of transfers, repurchases and redemptions of shares

Distribute Information and Documentation

Effective communication and delivery of relevant documents is vital for register administrators. Share Register helps you ensure that all relevant documents are delivered on time and in compliance with local regulations.

Organize Shareholder Meetings

Let this innovative application simplify the task of organizing regular and ad hoc shareholder meetings. Share Register automatically compiles the list of attendants, mail-merges invitations and coordinates communications centrally.

Reward Plan Solutions



Management, reporting & execution

Companies of all sizes have one thing in common: they want to attract and retain the very best people. In the best cases, the employees feel ownership of the company and take responsibility for its success and future growth.

A key way of achieving this is through the use of equity-based incentive plans. After all, what better way to make your people feel ownership than to give them part ownership through stock options and shares?

Ideal as that sounds, your Finance and HR department will have discovered that such reward plans are hugely complex and place heavy demands on staff time and skills.

The tOption product from *Monidee* was designed to automate all the time-consuming processes involved with offering an incentive scheme based on equity. By reducing the time spent on maintaining such a system, tOption is highly cost-effective.

And most importantly, it frees your carefully selected employees to do what they are best at: securing the future of your business.

Benefits of tOption Reward Plan Solutions:

- Great cost-savings
- Improved efficiency
- Equally applicable for private and listed companies
- Scalable up to the largest corporations
- Supports the SME segment (min 10 employees)
- Suitable for all types of equity:
 - Approved/Non-approved Plans
 - Restricted Stock Plans
 - Warrants
 - Stock Appreciation Rights (SARs)
 - Stock Purchase Plans (SPPs)
 - Employee Stock Option Plan (ESOPs)
 - Stock Incentive Plan (SIPs)
 - Employee Stock Purchase Plans (ESPPs)
 - Save as You Earn (SAYE)
 - Long Term Investment Plans
 - Performance Based Plans

MonIdee offers with tOption you a range of benefits:

Employer Benefits

- All-inclusive software and financial services
- No dependence on 3rd party software vendor
- Full data conversion
- Professional data expertise to ensure all data is accurately handled and maintained
- Worldwide 24/7 online access
- Multi-fund and multi-currency solution
- Auditable financial record keeping
- Compliance monitoring and reporting
- Choice of stock broker, custodian and/or payment broker
- E-mail and traditional employee tracking and communications
- Customizable web platform to match company look, feel and branding
- Managing plans globally

Participant Benefits

- Worldwide 24/7 online access to portfolio
- Online portfolio management of sale, transfer or combination of orders
- Participant information, communication and education
- History of offers, portfolio, orders and plan communications (e.g. Tax & Legal)
- Multi-lingual solution currently available in 14 languages
- Convenient payroll coordination
- Audited data privacy and protection



Risk & Compliance solutions



Protect your reputation

It is a constant concern. Can you keep your company fully compliant with all rules and regulations as fast as they are introduced? It feels like a race against the clock and you are never quite sure how you will score.

Keeping up to date with local and international regulatory demands has never been an easy task. The threat of fines and negative media exposure may well be your worst nightmare.

We have taken on the responsibility of giving you a better night's sleep. If you decide to partner with us, that is.

To take control and stay on top of your company's reputation, we have developed and fine-tuned a comprehensive set of software products ideal for larger corporations such as banks and insurance companies.

The Risk & Compliance Solutions software allows you to monitor your compliance with the latest regulations in easy

dashboard style. You are immediately alerted to any industry changes allowing you to react quickly to incidents.

Our solution further provides elements to monitor:

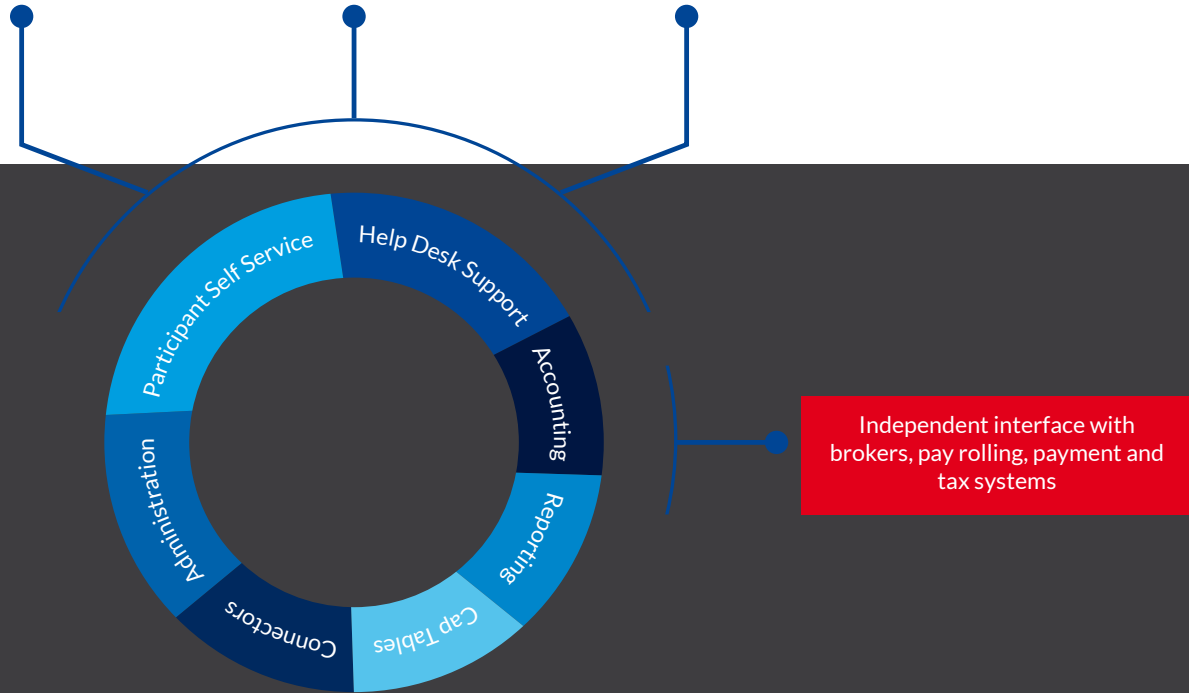
Insider Trading: In many countries, it is a legal offence to trade in financial instruments if you have access to non-public information about the company. Our application enables you to evaluate transactions against a customized set of rules matching your company's policies and standards. Insider Trading can be used as a back-end module, integrated into your company's brokerage infrastructure. Alternatively it can be installed as a stand-alone tool, allowing your employees to use a self-service web interface to get authorization for their orders.

Scorecard: Implementation and monitoring of compliance usually requires the participation of business experts at all levels of your company. **Monidee's** Scorecard is a flexible system that allows you to customize a set of compliance

Rewards Plans

Internal Exchange

Compliance



controls to match any combination of internal policies, laws, standards and external norms. Our solution is currently being used to help companies assess their compliance in a variety of areas: privacy, data protection, Know your Customer (KYC), information security (ISO 27001) and many others.

Outside Positions: Top executives who hold board positions in external companies cannot risk being in a position of conflict between external obligations and their duty to your company. Outside Positions helps you keep track of your executives and simplify the job of your compliance officer.



Support Service Solutions



At *Monldee*, we believe that customer support, training and consulting services are a critical component of a complete solution. That's why we strive to provide superior support services that will exceed your expectations. Our support team will be present for your initial implementation, when you need training, when you have a question or special need, and when it's time to upgrade. We'll be there when and where you need us. As a package, *Monldee* offers a flexible range of collaborative support services to maintain your needs. Support through a Service Level Agreement is available for a fixed fee and is a fraction of the cost you would expect to pay for in-house support staff.

Training

To maximize your organization's investment in our solutions, we offer training sessions throughout the implementation process. These training sessions enable plan sponsors to quickly get up to speed on the basics of *Monldee* solutions and learn how to manage the advanced features and capabilities of the applications. This process ensures your administrators are able to efficiently utilize *Monldee* solutions immediately after implementation.

Training sessions are developed and presented by our experts and the content presented is continually updated to reflect the latest developments in our technology. Training is available onsite or through convenient online sessions. Customized training can also be tailored to your organization's specific training needs upon request.

Projects & Consultancy

To help you to ensure the success of those users that may have unique or complex needs we try to find out how we can help each customer accomplishing their goals. This can be supporting you with the initial implementation or to review your current management procedures together with our partners or specialized services for data imports or custom reports. Whatever your particular needs are, *Monldee* will work with you to ensure your project is completed in time and on budget.

Partnership Solutions



Monldee believes is doing thing the right way and deliver where you a good in. Therefore **Monldee** has established strong partnerships with high industry standards for different level of services that are compliant to the solutions of **Monldee**.

- **Reporting IFRS**

IFRS 2 Share-based Payment is a part of International Financial Reporting Standards (IFRS) issued by the International Accounting Standards Board (IASB). The standard requires that the share-based payments are recognized as an expense under IFRS and became active as of January 1, 2005.

Our IFRS application assists companies which implement Employee Share Purchase Plans (ESPPs) and/or Employee Stock Option Plans (ESOPs) with modelling and tracking the expenses incurred by these participation plans. The application allows periodical calculation and recalculation of expenses for multiple plans, taking into account various assumptions as well as generating reports.

Together with **Monldees'** partners a procedure has been developed in which Account and Tax firms can support your organization in the processes to ensure complete an accurate accounting and disclosures of Share-based Payment based on the capabilities of the IFRS module in **tOption** (Audited).

- **Brokerage and Payments**

tOption is capable to have a real time ordering and payment system that utilizes a flawless streaming of interfacing without any manual interference. **Monldee** has established with many international brokers, market makers and banks partnerships that enables you to interface with them without any additional costs of making those interfaces and get all the advantages of real time ordering and payments.

- **Taxation and Valuation**

- **Outsourcing your Administration**

- **Financial Institutions, Brokers & Marketmakers**



Overview



SHAREHOLDERS

Servicing Shareholders

Share register

- Day-to-day administration
- Creation of reports
- Administration of documents

Shareholder communication

Organizing shareholder meetings. Compiles the list of attendants, mail merges, invitations and coordinates communications centrally.

Trading facilities

- Exchange/Broker (listed companies)
- Internal Exchange Facility (non-listed Companies)
- Investment & Exit possibilities
- Double Orderbook
- Flexible trading rules
- Conversions
- Multi currency
- Multi lingual

Corporate actions

- Payment of dividends and interest
- (Reversed) Stock split

STAFF

Rewarding Board Members, Non-Executives & Employees

Plan design

- Tax/Fiscal Ruling
- Communication

Performance Management

- Administration solution
- Platform (24/7)
- Administration
- 1st line Helpdesk (24/7)
- User authorisation

Execution

- Exchange Broker (listed companies)
- Internal Exchange (non-listed companies)
- Payout
- Reinvestments

Taxation

- Taxation mobile employees
- General taxation (international)

Reporting

- Internal
- Accounting/IFRS
- Valuation

Safeguard your reputation

- Managing insider trading
- Reporting to Authorities/Regulators

Internal parties involved

- Board of directors
- Shareholders
- Board Members
- Non-Executives
- Employees
- Human resources
- Compensation and Benefits department
- Finance and accounting
- Legal department
- Treasury department
- IT department
- Compliance office
- Administration

External parties involved

- M&A advisors
- Investors
- Venture capitalists
- Share holders
- Issuers
- Entrepreneurs
- Valuators
- Attorneys
- Accountants
- Authorities / Regulators.
- Secondary market providers

Mondee Partnerships

- Tax Consultants
- Legal firms
- Communication partners
- HR-consultants
- Accounting firms
- Compliance offices.
- Banks
- Brokers
- Asset managers
- Administrators
- International help-desks
- Data providers
- Secondary market providers.

A background image showing a hand pointing at a computer screen displaying financial data, including a line graph and a table of numbers. The screen is slightly out of focus, emphasizing the hand and the text overlay.

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Contact Us

Headquarters, Amsterdam Netherlands
Claude Debussylaan 239
Building "New Amsterdam"
1082 MC Amsterdam
The Netherlands

General inquiries:
info@monidee.com
Sales: sales@monidee.com
T: +31 (0)88 1000 200
F: +31 (0)88 1000 222

www.monidee.com

 www.facebook.com/Monidee.Group

 [twitter@MONIDEE_COM](https://twitter.com/MONIDEE_COM)