

# Solidium's view on management compensation in portfolio companies

2023

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## Transparent compensation reports

Transparent disclosure of compensation criteria, levels, weights and metrics; Finnish Corporate Governance Code sets only the minimum level of disclosure

Numerical targets and threshold values reported at least retrospectively

## LTI-programs

Truly Long-Term Incentive Program: Min 3-year performance and earning period

Metrics: TSR and a key operational measure

Maximum payout capped

## ESG-metrics

Sustainability integrated to compensation with at least one significant, measurable, and ambitious ESG-target

## General principles

Fair, equitable, and transparent compensation

Target levels for executive and board share ownership

Different metrics in STI and LTI programs