

Highlights



Regulatory

Adoption of the QCA Guidelines is more common place with 72% of the Top 50 AIM companies adopting the QCA guidelines while 28% have chosen to adopt the UK Corporate Governance Code.



Total remuneration

Just over one third of a Chief Executives total remuneration in AIM companies is variable which is in line with the analysis completed in the 2019 iteration of this survey,



Annual incentives

The median annual bonus opportunity for AIM directors has remained at 100% of salary. There has been a significant increase in the number of executives receiving no annual bonus payment in the period of review.



Long term incentives

TSR and EPS remain the most common performance conditions applied to company LTIPs, with only 14% of those AIM companies which were surveyed not adopting one of these performance conditions.



Environment, Social and Government (ESG)

With increasing emphasis from investors, ESG has moved to top agenda for remuneration committees. Many companies now have an ESG focus to their wider organizational strategy, especially the social aspect in light of the recent pandemic.



Non executive directors

Approximately half of AIM companies increased non executive director fees for the period under review.



Diversity

Across the executive director population in this survey, 7% are currently women, this figure is consistent with the previous iteration of this survey. The finance director remains the most prevalent position for female executive directors, with 9% of these roles being held by women.