

Your Guide

Directors' remuneration in FTSE AIM 100 companies

April 2025

Introduction

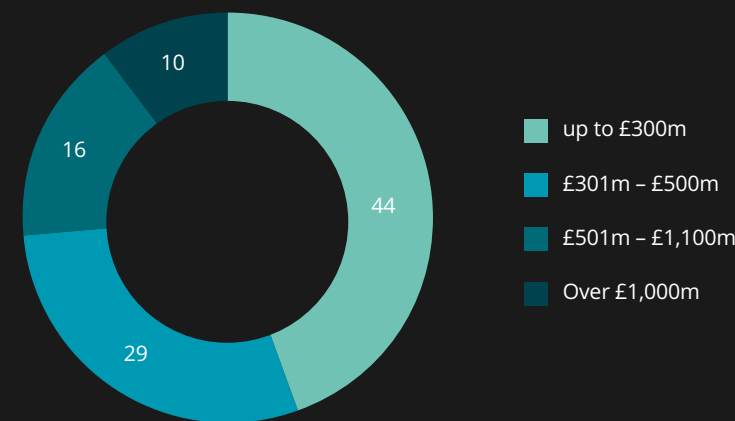
Welcome to Your Guide – Directors' remuneration in FTSE AIM 100 companies.

With an interactive format, this report provides detailed analysis of executive and non-executive remuneration in FTSE AIM 100 companies, including base salary, annual bonus and long-term incentives, pensions, shareholding requirements, non-executive director fees and other aspects of remuneration disclosures and governance.

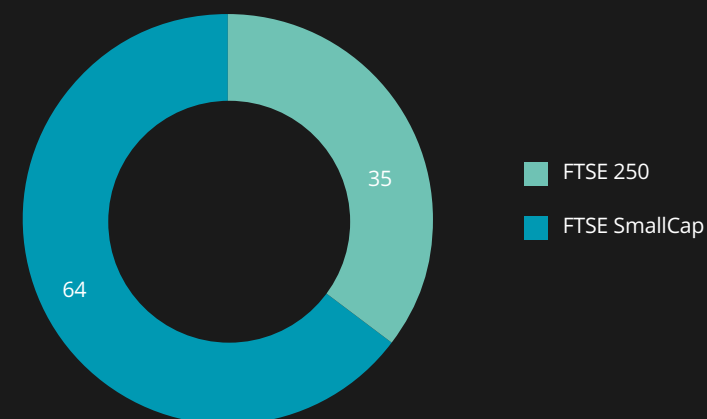
This analysis is based on 99 companies with financial years ending up to and including 31 December 2023. We have excluded one company that does not have any executive Board members. As the disclosure of directors' remuneration varies across AIM companies, some analysis may exclude additional companies.

Note: The FTSE AIM 100 is a broad collection of companies with market capitalisations ranging from around £144m to £2.7bn (12-month average as at 1 July 2024).

Distribution of AIM 100 companies by market capitalisation



AIM 100 companies equivalent to main market index



Foreword

Whilst AIM-listed companies are not required to produce a directors' remuneration report (DRR) or hold a shareholder's vote on directors' remuneration, 93 AIM 100 companies do include a separate DRR in their annual report and 57 of these companies (61%) put it to an advisory vote at the 2023 AGM.

We have analysed the annual reports and DRRs of the constituents of the AIM 100 (as at 1 July 2024) and our observations of practices and trends are presented in this report. We have excluded one company that does not have any executive Board members. Our key findings are summarised below.

AGM outcomes

Shareholder support for AIM 100 companies' DRRs remains high. Across the 42 companies that disclosed the result of their advisory shareholder vote, the median vote in favour was 97%, which is in line with previous years. Six companies (14%) received a 'low vote' of less than 80% in favour.

Salary increases in 2024

The median salary increase for all executive directors was 4%. Overall, 27% of executive directors had their salary frozen for 2024 (2023: 28%).

Incentive plans

Most AIM 100 companies operate an annual bonus plan and a single long-term incentive plan (LTIP), most commonly performance shares.

2023 incentive plan out-turns were broadly consistent with long term trends with median annual bonus vesting of 64% of maximum and median performance share plan vesting of 62% of maximum.

ESG metrics continue to be used, more commonly in annual bonus plans than LTIPs. 36% of companies disclosing their performance measures (25 companies) incorporate ESG metrics in their annual bonus plan (2022: 26 companies, 2021: 21 companies, 2020: 11 companies).

Foreword



The year ahead

FTSE AIM 100 companies should focus on key areas in the coming year. The updated QCA Code requires embedding principles of stakeholder engagement, diversity and inclusion, ESG considerations and remuneration practices including establishing a remuneration policy that supports long-term value creation, company purposes, strategy and culture.

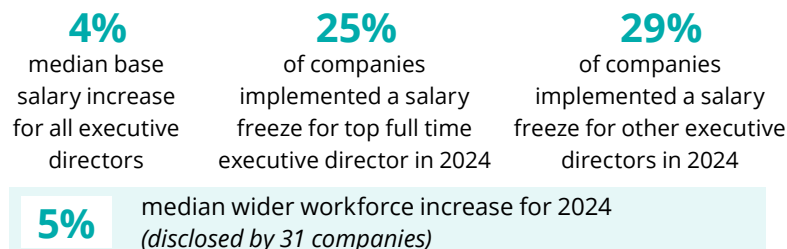
Additionally, navigating economic uncertainty requires agility. Companies should prioritise financial management, operational efficiency, and a long-term strategic outlook. Investing in innovation, adapting to market trends, and attracting top talent through a positive work environment and competitive offerings will be essential for sustained growth.

Deloitte LLP
April 2025

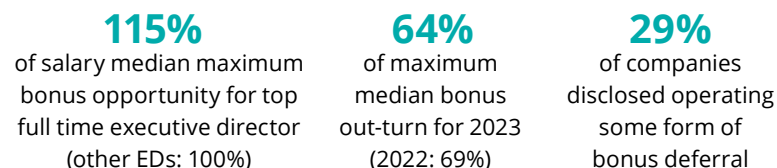
Executive summary



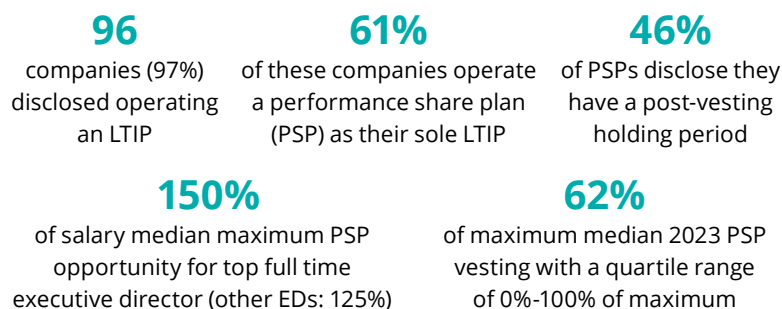
Salary



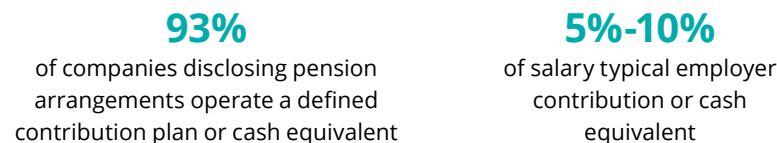
Annual bonus



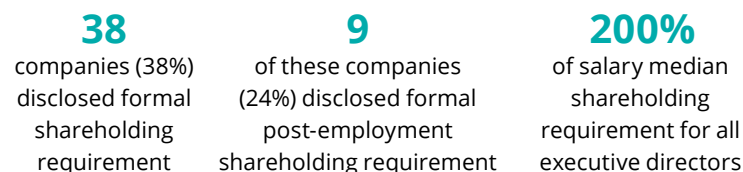
Long-term incentive plans



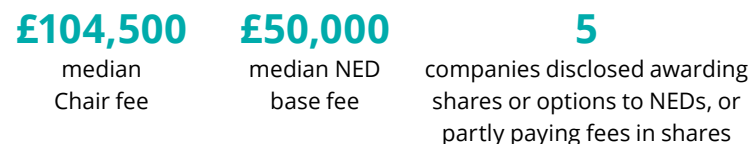
Pension



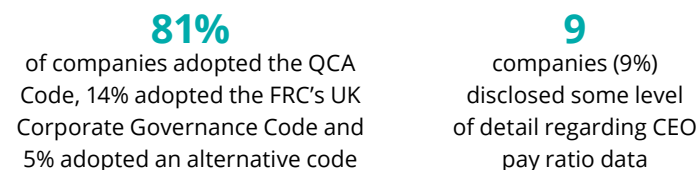
Shareholding requirements



Non-executive directors' remuneration



Corporate governance and disclosure



Remuneration report and shareholder voting

