



Incentrium

Powered by Finidy

ABOUT

Incentrium is a **Multi GAAP capable** cloud-based management, valuation and reporting solution for your share-based compensation

Management



- Incentrium as your SSOT for share-based compensation helps you to keep the best and most up-to-date overview of your plans
- It was never easier to keep track of new grantees, grants, leavers and exercises
- The crisp dashboard contains all relevant information at a glance

Valuation



- No matter whether SOP, RSU, PSU: It was never easier to perform valuation of your share-based compensation
- Performance-, Cap-, Index-Features: By simple drag-and-drop you are able to perform valuation for the most complex structured plans – even without mathematical skills

Reporting



- You want to perform reliable and compliant reporting for internal or external reporting requirements ... fast? Incentrium ✓
- You want to be flexible with your assumptions and have a customized reporting structure? Incentrium ✓
- You want to “slice and dice” from single grant to whole program and vice versa? Incentrium ✓



Management



Program
Program name: SOP
Program type: Equity settled
Exercise Price: 10,00 €
Description: Stock Option Program

Conditions

Name	Type	Parameter key figure
Service Conditions	Service	Multiple periods

Grants

Name	Quantity	Leavers	Vesting start	Grant Date	Wait Until	End Date	
Batman	100	-	01.01.20	01.01.20	31.12.24	31.12.26	[Icons]
Superman	100	-	01.01.20	01.01.20	31.12.24	31.12.26	[Icons]

ORGANISATION

- Incentrium allows you to **organize your share-based compensation programs** in one single application
- Management of programs including e-signing feature via **DocuSign**, new grants & forfeited grants with all relevant info

DOCUMENTATION

- With Incentrium you are able to **save all plan related documents**
- Our **audit log** ensures compliance, traceability and comprehensibility of the information

DASHBOARDING

- Incentrium's **Admin Dashboard** helps you to stay on track on key figures and events of your share-based compensation programs
- Transparency is key: The **Employee Dashboard** provides an overview of employee's grant characteristics



Valuation (ID 1) for SOP

Creation
Evaluation is created

Calculation
Results are prepared, this takes up to 30 seconds

Results
The results can be viewed

Results

Avg. PV per Instrument
3,67 €

PV total
734 €

Accuracy
Preview

PV per Grant

Name ↑↓ ▾	Quantity ↑↓ ▾	PV per Instrument ↑↓ ▾	PV Total ↑↓ ▾	
Max Mustermann	100	3,67 €	366,77 €	📄
Erika Mustermann	100	3,67 €	366,77 €	📄

Properties

Valuation date 01.01.20	Exercise type Earliest	Share price for exercise Spot
Initial share price 10,00 €	Volatility 40,00 %	Dividend Yield 0,00 %
Risk free interest 1,00 %		

FLEXIBILITY

- The valuation model allows for the valuation of every different plan type whether **RSU, SOP, VSOP, LTIP, Hurdle Shares etc.**
- Incentrium covers all different types of conditions like **cap, index linkage, relative performance measures, ...**

EXERCISE BEHAVIOUR

- As requested by IFRS and US GAAP, Incentrium allows you to consider **different Exercise Behaviour** like
 - earliest,
 - at the end,
 - performance depending or
 - expected lifetime

COMPLEXITY

- With Incentrium's **innovative modular valuation technology** we are able to cover the most complex plans – challenge us!



Reporting



Global configuration | Details | Results

+ Add correction | Copy to clipboard | Download .csv

Grant	Begin	End	Cost centre	Quantity	31.12.20		31.03.21	
					Debit	Credit	Debit	Credit
^ Erika Mustermann	01.01.21	01.01.25	Department1	100	0,00 €	0,00 €	123,58 €	123,58 €
Erika Mustermann	01.01.21	01.01.22	Department1	25	0,00 €	0,00 €	59,32 €	59,32 €
Erika Mustermann	01.01.21	01.01.23	Department1	25	0,00 €	0,00 €	29,66 €	29,66 €
Erika Mustermann	01.01.21	01.01.24	Department1	25	0,00 €	0,00 €	19,77 €	19,77 €
Erika Mustermann	01.01.21	01.01.25	Department1	25	0,00 €	0,00 €	14,82 €	14,82 €
^ Max Mustermann	01.01.21	01.01.25	Department2	100	0,00 €	0,00 €	123,58 €	123,58 €
Totals:					0,00 €	0,00 €	247,15 €	247,15 €

Journal entries:

31.03.21

Cost centre	Entity	Debit	Credit
Department1		123,58 €	123,58 €
Department2		123,58 €	123,58 €

SLICING & DICING

- You can slice & dice your report as you wish: From single grant fraction to the entire program. Incentrium's reporting serves **every granularity requirement**

FLEXIBILITY

- With Incentrium you have the **maximum flexibility** in terms of
 - monthly, quarterly or yearly reporting periods**
 - flexible assumptions** on fluctuation and valuations
 - and much more

NOTES INCLUDED

- Incentrium enables you to create **IFRS and US GAAP compliant notes disclosures** in just a few seconds

ONE APPLICATION – TWO MODELS

Serviced

We offer you a complete package!

- You send us your documents and we set up Incentrium for you
- You send us information on new grants/leavers/ ... on a regular basis and we
 - update Incentrium with new programs/grants/leavers
 - perform valuations and reportings
 - ensure that your admin and user dashboards are always up to date

Licensed

We are convinced you can handle it!

- You get started with a training session since all beginnings can be a little tricky
- You get full access to Incentrium's modules
- You set up plans and manage them
- You are able to adjust the plans, perform valuations and run reports as you wish 24/7
- ... and if you get lost? No problem, we are happy to connect you with our experts



LET'S WRAP IT UP

With Incentrium you have the perfect solution to manage, price and report your share-based compensation plans

Incentrium covers the „balancing act“ between handling complexity and narrowing it down to the relevant information when it comes to dashboarding and reporting

Our two service options (Serviced vs. Licensed) allow you to choose the best suitable model for your company and situation



THANK YOU

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