

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 sharebased 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

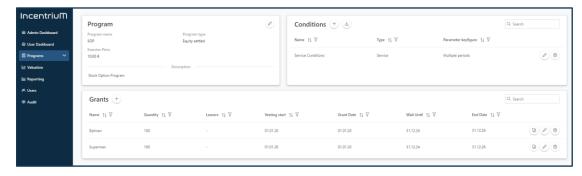


- You want to perform reliable and compliant reporting for internal or external reporting requirements ... fast? Incentrium √
- You want to be flexible with your assumptions and have a customized reporting structure?
 Incentrium √
- You want to "slice and dice" from single grant to whole program and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









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

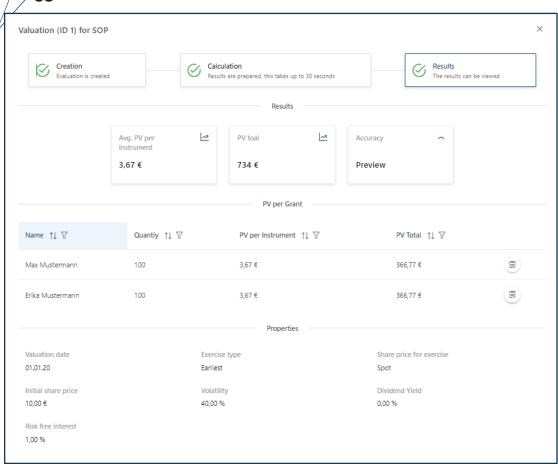
DOCUMENTATION

- 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







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 linkeage, relative performance measures, ...

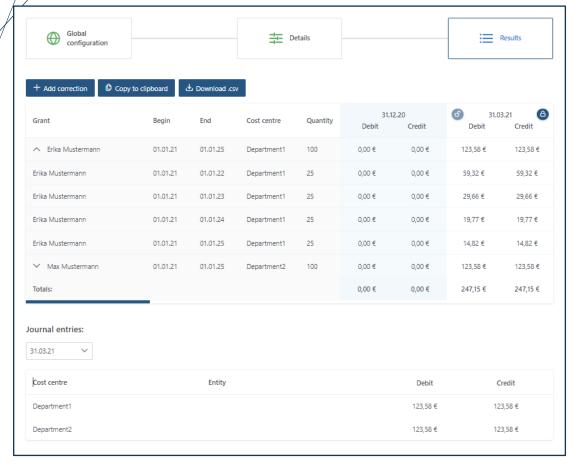
EXERCISE BEHAVIOUR

- 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!







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

Dominik Konold

+49 172-8874483

dominik.konold@finidy.de

