

# Mapping Pay to Performance: ESG-Linked Compensation Around the World

About 10% of companies around the world linked executive incentive plans to one or more environmental, social, and corporate governance (ESG) metrics in 2021.<sup>i</sup> We call this an **ESG pay-link** or sustainability-linked compensation. In this infographic, we examine the state of ESG pay-links, including their adoption in **long-term incentives (LTIs)** and **short-term incentives (STIs)**, in five regions: Europe, the United States and Canada, Asia-Pacific, the Middle East and Africa, and Latin America and the Caribbean.<sup>ii</sup>

Learn more about the growing trend of linking executive compensation to ESG metrics in our ebook, **Real ESG Accountability: Tying Your Company's ESG Performance to Leadership Compensation.**



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<sup>i</sup> All data in this infographic refer to Sustainalytics' proprietary methodology and research universe.  
<sup>ii</sup> Data on pay-link adoption in Africa, the Middle East, Latin America, and the Caribbean is limited compared to other regions. We have excluded from this analysis countries with no pay-links.

