Listing Standards:

Long-Term Principles and Policy Requirements
Long-Term Principles and Policy Requirements - Overview

The five policy requirements are interdependent and each must be consistent with its underlying principle.

Principle: Long-term focused companies should consider a broader group of stakeholders and the critical role they play in one another’s success.

**LONG-TERM STAKEHOLDER POLICY REQUIREMENTS**

A policy explaining how the company operates its business to consider all of the stakeholders critical to its long-term success, including:

✓ Which stakeholder groups the company considers critical to long-term success
✓ The company’s impact on the environment and its community
✓ The company’s approach to diversity and inclusion
✓ The company’s approach to investing in its employees
✓ The company’s approach to rewarding its employees and other stakeholders for contributing to the company’s long-term success

Full text of all listing standards available [here](#).
Principle: Long-term focused companies should measure success in years and decades and prioritize long-term decision-making.

**LONG-TERM STRATEGY POLICY REQUIREMENTS**

A policy explaining how the company prioritizes long-term strategic decision-making and long-term success, including discussion of:

- What time horizon the company considers long-term
- How the company aligns success metrics with its long-term time horizon
- How this time horizon relates to the company’s strategic plans
- How the company implements long-term prioritization throughout the organization

Principle: Long-term focused companies should align executive compensation and board compensation with long-term performance.

**LONG-TERM COMPENSATION POLICY REQUIREMENT**

- A policy explaining the company’s alignment of executive compensation and board compensation with the company’s long-term success and long-term success metrics.

Principle: Boards of directors of long-term focused companies should be engaged in and have explicit oversight of long-term strategy.

**LONG-TERM BOARD POLICY REQUIREMENT**

- A policy explaining the engagement of the company’s board of directors in the company’s long-term focus, including discussion of whether the board and/or which board committee(s), if any, have explicit oversight of and responsibility for long-term strategy and success metrics.

Principle: Long-term focused companies should engage with their long-term shareholders.

**LONG-TERM SHAREHOLDER POLICY REQUIREMENT**

- A policy explaining how the company engages with long-term investors.

Full text of all listing standards available [here](#).