

GREAT POINT INVESTMENTS LTD
REMUNERATION DISCLOSURE

OUR REMUNERATION POLICY

Great Point Investments Limited (“Great Point”, “we”, “us” or “the Firm”) promotes and markets Enterprise Investment Scheme (EIS), Seed Enterprise Investment Scheme (SEIS) and business relief (BR) qualifying offerings and acts as an alternative investment fund manager and discretionary investment manager in relation to the relevant products. We are regulated by the FCA and are classified as a small, non-interconnected MIFIDPRU firm.

Great Point has a Remuneration Policy designed to align our business and staff members with the needs of our clients and treat them fairly. Our remuneration policies and practices are consistent with, and promote sound and effective, risk management and are in line with the business strategy, objectives and long-term interests of the Firm. The payment of variable remuneration is considered through this lens, taking into account the performance of the Firm and our ability to maintain a sound capital base.

Our Remuneration Policy is gender neutral. We ensure that as a Firm, we meet the requirements of the Equality Act 2010, and that there is equal pay for male, female and diverse workers for equal work or work of equal value. We also ensure equal opportunities in relation to pay increases and career progression.

GOVERNANCE

Based on the nature, scale, and complexity of the Firm’s business model we do not believe it is appropriate to have a Remuneration Committee and the Board is therefore responsible for the implementation and oversight of the Remuneration Policy. The Policy has been prepared with input from the Compliance Officer and Human Resources.

VARIABLE REMUNERATION

No variable remuneration was paid in the period. Where variable remuneration is paid, it is designed to reward employees for their performance over the period, taking into account both financial and non-financial metrics, including:

- the building and maintenance of positive customer relationships and outcomes.
- alignment with our strategy or values.
- adhering to our compliance and any risk management procedures; and
- meeting other non-financial targets.

All members of staff are eligible for variable remuneration.

DISCLOSURE

Aggregate remuneration awarded to all staff for the year to 31st March 2022:

Fixed remuneration was £750,400. No variable remuneration was paid.