

REMUNERATION DISCLOSURE

SUBJECT: Remuneration Disclosure

REVISION DATE: 1 June 2024

MIFIDPRU REMUNERATION DISCLOSURE STATEMENT

Qualitative Disclosure

Resonance Impact Investment Limited's Remuneration Policy complies with the Remuneration Code in relation to its size, nature, scope and complexity of its activities. The policy is aligned to the business strategy, objectives, values and long-term interests in respect of performance and effective risk management in line with the Firm's risk appetite. Staff and directors are employed by Resonance Limited and then SMCR staff charged on to the Resonance Impact Investment Limited.

Remuneration for all staff is by way of a fixed salary with no variable remuneration element. Resonance Impact Investment Limited does not include financial incentives as part of remuneration. The decision not to offer variable remuneration is made by the Board. There is no remuneration committee and no remuneration consultants are used. Staff are assessed through periodic personal development reviews.

Quantitative Disclosure

The total amount of remuneration awarded to all staff for the financial year to 31 March 2022 was £1,106,021. This was entirely fixed remuneration.