



Remuneration Performance Disclosure

NGEN Capital Ltd

01/01/2024 to 31/12/2024

Introduction

This document outlines the remuneration arrangements of NGEN Capital Ltd in accordance with the requirements of the Investment Firms Prudential Regime (IFPR) and the Financial Conduct Authority (FCA) MIFIDPRU Remuneration Code.

As a small IFPR firm, we apply the basic remuneration requirements proportionately to the nature, scale, and complexity of our business.

Scope and Application

NGEN Capital Ltd is classified as a small non-interconnected (SNI) MIFIDPRU investment firm. The firm has four members of staff, including one dedicated Portfolio Manager. Given our size, nature of operations, and business structure, we adopt a simple and proportionate remuneration policy that aligns with our business objectives and regulatory obligations.

Remuneration Policy Objectives

The firm's remuneration framework is designed to:

- Align with the business strategy, objectives, values, and long-term interests of the firm and its stakeholders.
- Avoid excessive risk-taking and ensure sound and effective risk management.
- Comply with regulatory requirements under the IFPR.
- Ensure fair and transparent remuneration practices.

Remuneration Structure

- **Fixed Remuneration:** All staff, including the portfolio manager, receive fixed salaries. Fixed pay is determined based on the role, responsibilities, experience, and market conditions.
- **Variable Remuneration:** The firm does not pay performance-related bonuses, incentives, or commissions to any staff, including the portfolio manager.
- **Benefits:** Staff receive standard employment benefits as applicable under UK employment law.

Types of remuneration paid (All staff)	
Fixed Remuneration total	Variable Remuneration Total
£69,267	£0

Governance and Oversight

As a small IFPR firm, remuneration governance is straightforward. The firm's senior management oversees remuneration practices to ensure compliance with regulatory requirements and alignment with business strategy. Given the firm's size and structure, there is no separate remuneration committee.

Proportionality Application

In accordance with the proportionality principle under MIFIDPRU, NGEN Capital Ltd applies a simplified remuneration framework, exempt from:

- Deferral requirements for variable remuneration (as none is paid).
- Malus and clawback provisions.
- Requirements related to remuneration in instruments.

Conclusion

NGEN Capital Ltd ensures that its remuneration practices remain consistent with regulatory expectations and business objectives. Given our simple structure and lack of performance-related pay, our remuneration approach is straightforward and proportionate to our size and risk profile.

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