

REMUNERATION CODE DISCLOSURE 2016

Firm name	Investment Quorum Ltd
Remuneration Disclosure	Year ended 30 September 2016
Dated	January 2017
<p><u>Overview:</u> A separate remuneration committee exists as a sub -committee of the board including the Non-Executive Director. No external consultants have been engaged on remuneration matters.</p> <p><u>Pay & performance:</u> Remuneration is reviewed annually, in conjunction with the appraisal process. A recommendation regarding salary and bonus levels is made by the IQ Remuneration Committee.</p> <p>The non-executive director is only entitled to receive fees and does not participate in any bonus scheme, nor does he receive any pension arrangements or other benefits.</p> <p><u>Aggregate remuneration data (£'000):</u> The total remuneration to Directors and other Code Staff in the year ended 30 September 2016 was £394k, being 4 individuals.</p>	