



HM Treasury, 1 Horse Guards Road, London, SW1A 2HQ

Murray Tompsett  
ProShare  
Saffron House  
6-10 Kirby Street  
London  
EC1N 8TS

January 2024

Dear Mr Tompsett,

Thank you for your letters of 21 November to the Chancellor of the Exchequer about the Share Incentive Plan holding period and of 29 November to myself about employee share ownership. I am replying as Minister responsible for the UK tax system.

Thank you for sharing your views on the Share Incentive Plan (SIP) holding period and the recent call for evidence on the non-discretionary share schemes. We are grateful to those who took the time to respond and engage with the call for evidence and encourage continued engagement with relevant future proposals. We are carefully considering the responses and evidence submitted and will publish a response in due course.

On employee share ownership more broadly, I agree with you that employee share plan participation is important for helping to improve company productivity. The tax-advantaged share schemes give companies additional ways to incentivise and reward employees for their hard work, by helping them to offer employees a direct stake in the company alongside generous tax treatment. By helping employees to share in the success of the companies they work for and benefit from their input with a tax-advantaged output, the schemes encourage a more engaged, motivated and productive workforce.

Thank you again for sharing your views and for the offer to meet with you. I have shared your views with my officials, and I understand you are already engaging with them and would be grateful if you continue to do so.

Yours sincerely,

A handwritten signature in blue ink, reading "Nigel Huddleston".

**Nigel Huddleston MP**  
**FINANCIAL SECRETARY TO THE TREASURY**