

REASON FOR VALUATION EMPLOYEE SHARE SCHEMES

Independent valuations that make your share scheme credible, compliant, and defensible.

Why valuation matters here

Employee share schemes are one of the most powerful tools a business can use to attract, retain, and motivate talent. But to be effective and compliant, they need to be underpinned by a credible, independent valuation. Whether you are implementing an EMI scheme in the UK, a ESOP in the US, or an equity incentive plan under local rules, the share price you use must be defensible.

The risks of getting it wrong

An unsupported or internally derived share price exposes your business and your employees to significant tax and regulatory risk. In a tax authority audit, a valuation that cannot be justified can result in unexpected tax liabilities, penalties, and the unwinding of scheme benefits that were never meant to be taxable.

- Incorrect share valuations can trigger income tax rather than capital gains treatment for employees
- Tax authorities in the USA, UK, EMEA and beyond, scrutinise employee share scheme valuations
- An independent valuation provides a safe harbour against challenge
- Boards and founders need a credible price to issue options fairly and consistently

A quality, independent valuation is not just a compliance requirement – it is protection for your people and your business. Getting it right from the start avoids far greater cost later.



How bizval helps

We provide independent business and share valuations specifically designed for employee share scheme purposes. Our reports are aligned to the relevant regulatory standards in your jurisdiction and are built to withstand scrutiny from tax authorities and legal advisors alike.

- EMI, CSOP, and unapproved option scheme valuations for UK businesses
- ESOP valuations for US companies issuing stock options
- Equity incentive plan valuations across other jurisdictions
- Fast, affordable, and professionally presented outputs suitable for board approval and regulatory filing

Ready to get started?

Visit bizvalglobal.com or contact our team for a discovery call.



INDEPENDENT DEFENSIBLE BUSINESS VALUATIONS

Backed by data, human-led and supporting real world decisions