

# INSIGHT'S REMUNERATION STATEMENT DISCLOSURE

## LINK TO INSIGHT COMPANY STRATEGY AND REWARD PHILOSOPHY

The strategic goal of Insight is to provide a high quality investment service to our clients over the long term. The route to achieving this strategy is through the performance and commitment of our people. Our reward philosophy has a key role to play in the motivation and retention of our people and is therefore an important contributing factor in the achievement of our strategy.

Our reward philosophy is built upon two important principles:

- The design and structure of the schemes actively promotes team working and collaboration across teams.
- Total compensation is heavily weighted towards variable pay and pay outcomes are closely linked to the delivery of performance. All of our people are awarded an annual grant of Long Term Incentive Plan (LTIP), which is linked to the performance of the company. Our people are highly engaged with our business and our culture of collective ownership reinforces collaboration across teams and strengthens the alignment with our clients.

## REMUNERATION POLICY AND PROCESS

Our remuneration policy has been successful in enabling us to attract and retain what we believe to be the best available talent in the industry. Our approach to remuneration is designed to support the culture of the business and to ensure top performance is recognised with top quartile industry pay. This includes matching each individual with a suitable peer group that reflects competitors at every level and specialism within the industry.

The main components of remuneration are base salary and variable pay. Variable pay is made up of two main elements; discretionary annual cash amount and a deferral into the firm's LTIP. In addition, a small number of portfolio managers receive a share of performance fees with 50% deferred and invested in the fund.

We also offer competitive benefits and wellbeing programmes broadly aligned with our parent, BNY Mellon.

## Variable Pay

Variable pay forms an important element of total compensation that reinforces our philosophy of payment for performance. For our senior staff, total compensation is heavily weighted towards variable pay and the overall value of variable pay is directly linked to the profitability and performance of the business.

Overall, we position our total compensation levels to ensure that if the business performs and our people deliver strong performance their total remuneration will be competitive. Whilst ensuring the allocation of any annual incentive awards are appropriately balanced and do not encourage excessive risk taking.

## Long-Term Incentive Plan

The LTIP is a powerful tool for staff retention and encourages a collective ownership of the strategy and goals of Insight and ultimately provides employees with the opportunity to share directly in the success of the business.

As such, LTIP plays an important part in recruiting and retaining high quality members of staff, providing us with a significant competitive advantage. Driving the long term success of our business and retaining our key people is the route to delivering value over the long term for both our clients and our shareholders.

LTIP awards vest after a number of years and their value is based on an independent external assessment of the company's market value. All staff are eligible to receive LTIP, awarded under the same set of principles. For our senior management and material risk takers, we operate a deferral policy where at least 40% of variable pay is deferred through LTIP. In the UK, our staff also have an opportunity to acquire Insight shares from their pre-taxed salary.

## Paying for Performance

Insight believes firmly in setting performance-related objectives that are structured in such a way as to promote sound and effective risk management within the Company's risk management appetite. This is further supported by each individual being aligned to specific risk objectives.

Performance is therefore assessed and evaluated in light of an individual's contribution to the overall client mandate, team and business performance and culture. We aim to reward most highly those individuals who help the team to perform strongly. A team culture is an essential part of the way we conduct our business and our remuneration policy is designed to encourage this.

These performance-related objectives are often measured over a multi-year framework with the Insight Executive Management Committee playing a critical part of the moderation and evaluation process. As Insight has a clear pay for performance philosophy the resulting remuneration recommendations made to the Insight Remuneration Committee are made taking into account the performance against these objectives.

## REMUNERATION GOVERNANCE

The oversight of Insight's remuneration strategy and policy is governed by Insight's Remuneration Committee ('RemCo'), which meets at least twice a year and comprises two director representatives of BNY Mellon and one independent non-executive director. Except where personally conflicted, Insight's Chief Executive Officer is also invited to attend RemCo meetings. The Head of Human Resources, Chief Finance Officer, Chief Risk Officer and General Counsel are also invited to attend as appropriate and except when personally conflicted.

At the January RemCo meeting, compensation proposals in respect of the performance year are considered and approved by the Committee, which includes a review of each member of the Insight Executive Management Committee as well as other high earners. At the meeting the Chief Risk Officer is also invited to comment on any individuals where he feels that there are particular matters to be brought to the attention of the RemCo in considering awards or confirm that there are such matters to be raised.

The general principles of our remuneration arrangements are agreed with BNY Mellon and are reviewed at least twice a year by the RemCo. We ensure our remuneration policy and processes are compliant with all relevant regulation, including the requirements of the FCA Remuneration Code and corresponding local Directives.

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