



Remuneration
Policy
General
Principles

INSULA CAPITAL
SGOIC

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GENERAL PRINCIPLES OF THE REMUNERATION POLICY

The remuneration awarded under this policy is based on the following principles:

- I. Being an active instrument in talent management;
- II. Rewarding merit, stimulate performance and reward results, while being gender neutral;
- III. Attracting, developing and retaining competent professionals and, in this sense, to be competitive with the practices in force in the Portuguese market compared to companies in the same sector of activity;
- IV. Establishing a remuneration practice based on uniform, consistent, fair and balanced criteria, in line with the Sustainable Development Goals (SDGs), promoting the creation of permanent and sustainable employment;
- V. Responsibly promoting the alignment of interests with INSULA's values and culture, business strategy and shareholders;
- VI. Contributing to INSULA's value creation, in the short term, but above all in the medium and long term, by following sustainable management practices;
- VII. Promoting sustainable investment and remuneration practices according to ESG criteria and predefined coefficients;
- VIII. Investing in remuneration structures that optimise financial results and promote sustainable behaviour, with attention to systemic risks;
- IX. Allowing consistency with effective risk management and control to avoid excessive exposure to risk and conflicts of interest, on the one hand, while seeking coherence with the objectives, values and long-term interests of the company, whose ability to strengthen its capital base is preserved, and of its employees, as well as the interests of its clients and investors, on the other.