

## Summary of remuneration policy

### 1. Introduction

The rules on the remuneration policy for financial undertakings as laid down in the Dutch Financial Supervision Act focus on management of the risks inherent in (variable) remuneration and apply to equensWorldline as a settlement institution ("*afwikkelonderneming*").

### 2. Main rules of remuneration policy

The main rules on remuneration policy for equensWorldline to comply with are:

- the variable remuneration shall not exceed 20% of the annual fixed remuneration;
- the variable remuneration should be based on financial and non-financial criteria – at least 50% of the variable remuneration should be based on non-financial criteria;
- for persons performing at least 50% of their working hours outside the Netherlands, the variable remuneration shall not exceed 100 per cent of the annual fixed remuneration.

### 3. Compliance with the Dutch Financial Supervision Act

The remuneration rules are applied by equensWorldline as follows:

- an employee is only entitled to any remuneration component when this is determined in the individual employment contract or in a collective labour agreement;
- in relation to equensWorldline, the following applies:
  - the maximum annual variable remuneration for all employees who's remuneration is not determined by a collective labour agreement, such as members of the Board of Directors, is capped at 20% of the annual fixed remuneration, on an average basis;
  - the 2021 variable remuneration pay out was below this cap of 20%;
  - the variable remuneration guidelines have been adapted to meet the requirements of the Dutch Financial Supervision Act and some individual adjustments were performed to comply with the requirements of the Dutch Financial Supervision Act.  
the bonus system for managers in the Netherlands is also fully compliant with the Dutch Financial Supervision Act.

### 4. Statements on remuneration

Section 1:121 of the Dutch Financial Supervision Act requires equensWorldline to report the following:

- in 2021 there were no persons working under the responsibility of equensWorldline which received a total remuneration, including pension, of EUR 1.0 million or more;
- in 2021 the total amount of variable remuneration of persons working under the responsibility of equensWorldline amounted to EUR 134 thousand.