

Remuneration Policy Summary: February 2025

BUX B.V. (BUX) has an established Remuneration Policy. The Policy is designed to support the attraction and retention of the right staff to help support and realize the company strategy, to ensure compliance with applicable remuneration legislation and to ensure that our team acts in the best interest of the client (not incentivised via remuneration to operate in a specific way).

1. Objective

The Remuneration Policy aims to discourage excessive risk taking and short termism, preventing clients from being treated carelessly, encouraging effective risk management, and supporting positive behaviors in accordance with the policies and culture of BUX.

2. Scope of Remuneration Policy

The Policy applies to all employees within BUX and BUX Technology BV (BUX Technology) and all other persons working under the responsibility of BUX or BUX Technology.

3. General Principles:

3.1 Employees are not allowed to attempt to or circumvent the Policy or otherwise counter the intended effects of the Policy;

3.2 The Policy is gender-neutral, this means that discrimination in remuneration based on one's gender or sex is strictly forbidden. The Policy is also based on the principle of equal pay for work of equal value;

3.3 In the application of the Policy, conflicts of interests must be avoided and prevented, in accordance with BUX's Conflict of Interests Policy;

3.4 BUX is aware of its role in society as part of the financial sector and embraces social propriety.

3.5 This Policy will be reviewed annually and adjusted when necessary, for example due to changes in remuneration laws or regulations

4. Variable Remuneration Types:

4.1 Performance related variable remuneration: Within BUX no performance related variable remuneration is awarded.

4.2 Special variable remuneration components: In very specific situations a special (specific) variable remuneration component may be awarded to employees in line with the applicable Remuneration Restrictions (an example is a sign on bonus). This is not based on performance.

4.3 Maximum variable remuneration: In case variable remuneration is awarded, the award is maximized by the applicable variable remuneration percentages based on remuneration legislation.

5. Governance and decision making:

The Management Board: The Management Board is responsible for the day-to-day implementation of the Policy and the monitoring of compliance risks related in this regard and can approve exceptions to the Policy where necessary and relevant.

Compliance: The Compliance function has a supporting and advisory role regarding the content and implementation of this Policy.

Risk Management: The Risk Management function has a supporting and advisory role regarding the content and implementation of this Policy.

Internal audit: The internal audit function carries out a yearly independent audit regarding the design, implementation and effects of this Policy.

People Team (HR): The People Team has a leading and advisory role regarding the content and implementation of this Policy. In addition, the People Team formulates the methods of determining remuneration levels for employees and coordinates the approval process of the Policy.

6. Laws and regulations:

This Policy is governed by the following laws and regulations:

- Dutch Financial Institutions Remuneration Policy Act (Wbfo).
- Dutch Financial Supervision Act (Wft) (Sections 1:111 to 1:130 and 4:14 Wft).
- Dutch Further Remuneration Measures Financial Enterprises Act (Wnbfo).
- Markets in Financial Instruments Directive including Delegated Acts (MiFID II).
- European Capital Requirements Directive (CRD).
- European Capital Requirements Regulation (CRR).
- Regulation on Sound Remuneration Policies 2017 (Rbb 2017) of De Nederlandsche Bank N.V. (DNB).
- Investment Firm Directive (IFD) and Investment Firm Regulation (IFR).
- Regulation on Sound Remuneration Policies 2021 (Rbb 2021).

And the following Guidelines:

- ESMA Guidelines on certain aspects of the MiFID II remuneration requirements.
- EBA Guidelines on the Sound remuneration policies under directive (EU) 2019/2034.
- EBA Guidelines on the benchmarking exercises on remuneration practices and the gender pay gap under Directive (EU) 2019/2034.
- EBA Guidelines on the data collection exercises regarding high earners under Directive 2013/36/EU and under Directive (EU) 2019/2034.

- Decree on Prudential Rules for Financial undertakings (article 23b jo newsletter risk committee July 2022).