Summary of remuneration policy

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”).

equensWorldline and society

EquensWorldline strives to build an ethical and sustainable business. As part of its remuneration policy, equensWorldline aims to attract and retain talent. However, in developing and implementing its remuneration package equensWorldline NV strives to limit incentives to take unwanted or undue risks or act in a manner that may be detrimental to society at large. Our remuneration policies and practices consistently promote sound and effective risk management and creating a sustainable and ethical business. Prior to adopting significant amendments to its remuneration policy or structure, equensWorldline takes the potential impact of its remuneration policy on relevant stakeholders, including employees, customers and shareholders into account.

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% of the annual fixed remuneration.

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 labor agreement;
- in relation to equensWorldline, the following applies:
  - the maximum annual variable remuneration for eligible 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 2025 variable remuneration pay out was below this cap of 20%;
  - the bonus system for managers in the Netherlands is also fully compliant with the Dutch Financial Supervision Act.

Statements on remuneration

- in 2025 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 2025 the total amount of variable remuneration of persons working under the responsibility of equensWorldline amounted to EUR 214 thousand.