



Remuneration Policy

The Dutch Financial Markets Authority, AFM, and the Dutch Central Bank, DNB, have supervision of the remuneration policy of financial enterprises. This is laid down in the Controlled Remuneration Policy Decree that the Ministry of Finance allowed to take effect on January 1, 2011. From January 1, 2011, the AFM will ensure that financial enterprises have a controlled remuneration policy. A controlled remuneration policy does not provide incentives that could lead to irresponsible risk-taking and careless treatment of customers.

CoverCat BV's remuneration policy is primarily aimed at promoting, attracting and retaining good, qualified employees. All this within a controlled and sound business operation and focused on the longer term. This means, among other things, that wherever possible we will prevent remuneration from encouraging our employees to treat our clients carelessly and to neglect their duty of care. In addition, we want our remuneration policy to focus on the long-term interests of our clients and our company. The remuneration policy used should also have a healthy, stimulating effect.

The remuneration policy is part of our Employee Governance Policies. For our employees, we want to be an honest and committed employer.

1. Two principles underlie a controlled remuneration policy: The remuneration policy promotes the integrity and soundness of the financial company with a focus on the long-term interests.
2. The remuneration policy does not contain incentives that detract from the obligation of the financial undertaking's commitment to the interests of customers and other stakeholders, or other due diligence obligations imposed on the financial undertaking.

The remuneration of our employees consists of a fixed monthly salary, possibly an expense and/or travel allowance and possibly the provision of a vehicle. Our remuneration policy is based on salaries in line with the market, which are reviewed annually against financial industry standards. Salary levels are set and determined internally. Salaries are based on education levels and experience. We have no bonus and/or commission schemes. The following conduct requirements apply to all employees: integrity, professional and customer-oriented conduct with a focus on the long-term interests of our customers and our company in the long term.

Section 1:120 paragraph 2 Wft does not apply to our company.