

## Summary of our Remuneration Policy

The rules governing the Remuneration policy for financial institutions, as laid down in the Financial Supervision Act, are designed to manage the risks inherent in (variable) remuneration and apply to Intersolve Payments B.V. (hereinafter: Payments) in its capacity as an electronic money institution. Payments has a remuneration policy that is consistent with its strategy, objectives and core values, as well as its long-term interests, and applies to all Payments employees.

The overview below sets out the key principles of Payments' remuneration policy.

- employees may be eligible for a personal variable remuneration (bonus) depending on their role, performance and appraisal. This personal variable remuneration amounts to a maximum of 20% of the employee's fixed annual salary, known as the bonus cap.
- under special circumstances, it is possible to award a variable remuneration of 100% of the fixed portion of the salary (e.g. due to a permanent organisational change within the company), provided that the supervisory authority has given its written consent to the award of this higher variable remuneration.
- for positions that assess risks (2nd and 3rd lines), no variable remuneration in the form of a bonus dependent on business results will be awarded. Payments does not enter into agreements with 2nd and 3rd line positions regarding the award of potential variable remuneration in the form of a variable bonus.
- currently, Payments does not use a retention bonus to provide additional remuneration to key employees, for example to encourage them to remain with the company for longer.
- the remuneration of Payments' directors (members of the Executive Board) is based on this established remuneration policy. This takes into account the remuneration ratios within the company.
- the remuneration of the Supervisory Board members is determined annually at the Annual General Meeting of Shareholders (AGM). The amount of the remuneration is independent of Payments' business results.
- in addition, general rules have been established for other forms of remuneration, such as holiday pay, travel allowance, mobility allowance, severance pay, allowance for working from home, study costs, long-service bonus, company fitness scheme and pension.

### Statements on remuneration 2025

On the basis of the Financial Supervision Act (Section 1:120 Wft), Intersolve Payments B.V. is required to report the following:

- in 2025, there were no individuals working under the responsibility of Payments who received total remuneration, including pension, of €1.0 million or more;
- in 2025, the total amount of variable remuneration paid to individuals working under the responsibility of Payments was €58,012
- the variable remuneration paid for 2025 was below the threshold of 20% of the employee's fixed annual salary.