

M.N.L. Assuradeuren B.V., Leons Consultancy B.V. and M.N. Leons B.V. are licensed as financial services providers by the AFM. Leons Consultancy B.V. and M.N. Leons B.V. each act as insurance intermediaries (*bemiddelaars*) and M.N.L. Assuradeuren B.V. is licensed to act as a managing general agent (*gevolmachtigd agent*).

The remuneration policy, ties in with the corporate culture and strategy, objectives, values and long term interests of the Leobros Group and its stakeholders. Any changes in strategy, objectives, values and long-term interests are taken into account when updating the remuneration policy.

The Remuneration Policy strikes a balance between trust in intrinsic motivation on the one hand and agreement on clear targets and assessment of performance on those targets on the other. The total pay-and-benefits package allows the Leobros Group to compete in the labour market and to attract and retain competent people.

The Remuneration Policy:

- is designed to attract and retain the right employees to deliver company objectives and ensure customer's interests can be well served;
- does not encourage excessive risk-taking behaviour and does not reward failing management board members, supervisory board members and employees;
- takes into account the proper treatment of the customers of the Leobros Group and their interests and the quality of the services provided to them and is designed to ensure that consumers, customers and participants are treated in a careful manner and that their interests are not harmed in the short, medium and long term;
- encourages employees to act in accordance with the Leobros Group's long-term interests;
- does not contain any incentives that might prompt individuals to put their own interests before that of the Leobros Group or to induce them to recommend a specific financial instrument to a customer while another financial instrument could be offered that better suits the needs of the customer in question; and
- seeks to prevent conflicts of interest and encourages sound entrepreneurship and the fair treatment of customers.
- The Leobros Group does not apply constructions or methods that facilitate the evasion of the remuneration policy or the relevant legislation and regulations.