

bunq

BANK OF THE FREE

bunq Remuneration

One of bunq's key traits has always been that it welcomes everyone, regardless of gender, race or ability. It's why our primary focus has always been on objective results above anything else.

In 2022 bunq updated its remuneration policies. bunq's remuneration policy has been designed in line with applicable national and international regulations, including the Act on Remuneration Policies for Financial Institutions ('Wet belongingsbeleid financiële ondernemingen' or 'Wbfo') as included in the Dutch Financial Supervision Act, and the remuneration policy under Solvency II.

The changes include the introduction of a Remuneration Commission (RemCo) and a revamping of the company's salary structure. Moreover, early 2022 day the introduction of an Employee Stock Option Plan (ESOP), empowering all bunq employees to share in the success of their company.

bunq has no variable compensation in its remuneration policies, but if any remuneration is seen as variable, it falls within the 20% rule as determined by the law dictating remuneration policies for financial companies. The same applies for bunq's foreign subsidiaries, adhering to local rules and regulations wherever they apply.

bunq has no staff who earn more than EUR 1 million.

The Management Board currently does not meet the 'balanced composition' requirement, according to which 30% of the board should consist of women. In light of this subject, it's important to note that many significant positions at bunq are held by women and by people with a wide variety of backgrounds. Part of what makes bunq successful is that it's a highly diverse workplace where everyone gets to apply their unique personality and talent to make a difference.

bunq fully subscribes and adheres to the Code Banken, as far as applicable in this stage of the Company's life. bunq deviates from the Code Banken regarding the distribution of responsibilities, the CFRO is responsible for the permanent education of the board members. In addition, the internal audit function reports to the CRO and to the chairman of the Risk and Audit Committee of the Supervisory Board.

During 2021 a CIO has been appointed to focus on innovation, engineering and data.