

Remuneration policy

CSC Netherlands applies a remuneration policy that has a healthy, stimulating effect and prevents perverse incentives for employees. CSC The Netherlands consists of the holding company CSC Netherlands BV and its subsidiaries CSC Governance B.V., CSC Fund Services B.V. and CSC Depositary B.V. The latter entity is a financial company to which the provisions of the Financial Supervision Act and the Financial Undertakings Remuneration Policy Act apply.

The remuneration policy applies to all employees of CSC Netherlands and its subsidiaries. All employees receive a fixed salary (base salary and vacation allowance). In addition, all employees may be eligible for variable remuneration such as a bonus. The granting of a bonus and its amount is a discretionary power of the management and depends on the achievement of general and individual targets. The bonus amounts to a maximum of 20% of the fixed salary.

None of the employees receives a remuneration (including any bonus) of more than EUR 1 million per year.