

Amendment to the Remuneration Policy of Ebusco Holding N.V.

This amendment has come into effect on September 6th, 2023.

The Remuneration Policy for the Management Board (“Policy”) was approved by the Annual General Meeting of Shareholders (“AGM”) on October 17th, 2021. At the Extraordinary General Meeting of Shareholders (“EGM”) of September 6th, 2023, an individual change has been approved regarding the Policy in respect of the remuneration package of Mr. Jurjen Jongma.

Amendment

A (gross) signing bonus is granted to Mr. Jurjen Jongma in the form of a share package. The share package consists of 5.000 (five thousand) shares per year for a total period of five years, with a lock-up period of one year after each award of shares, The share price is set annually at the first trading day in October.

There are no other amendments to the Policy.

Considerations in proposing the amendment to the Policy

In proposing the amendment, the EGM took into account all relevant considerations and arguments provided by the Supervisory Board and Management Board, the interest of the company and the interests of and feedback from Ebusco’s stakeholders.