

Remuneration

Cardano Risk Management B.V.

Cardano Risk Management B.V. (hereinafter referred to as 'Cardano') applies a remuneration policy that is compliant with applicable Dutch legislation and regulations, including the EBA Guidelines on remuneration policy.

Cardano is committed to a sound remuneration policy that is in line with the interests of its customers, and for this reason has incorporated the EBA Guidelines on remuneration policy into the remuneration policy it has drawn up. However, in applying these guidelines Cardano has taken into account its size and complexity and the (investment) services it provides to its customers. The Board of Cardano Holding Limited determines the principles of the remuneration policy. The local boards are responsible for implementing the remuneration policy within their organisation.

We aim to avoid conflicts of interest with respect to remuneration where possible and in the event a conflict of interest does arise, Cardano, after receiving input from the Human Resource and Risk & Compliance function, will handle it in an effective manner. The Risk & Compliance function has a significant role in awarding an individual reward if there are concerns about the conduct of individuals or about the risks taken by individuals in the conduct of business.

The remuneration policy has been carefully designed to provide our employees with a long-term financial incentive that is competitive with comparable employers. Cardano's remuneration policy is also in line with the company's risk profile, business strategy and the interests of our customers through the use of a risk management system:

- The calculation of the variable remuneration is based on the individual performance of the employees and the results of the company;
- Variable remuneration for employees may be granted on a deferred basis;
- Variable remuneration is discretionary;
- Variable remuneration for employees may be subject to malus or clawback arrangements;
- Payment of a guaranteed variable remuneration is exceptional, and only in the form of an appointment fee to compensate for lost income from previous employment;
- Variable remuneration will only be paid if this is consistent with Cardano's financial position.



Cardano applies a discretionary variable remuneration mechanism, whereby variable remuneration is awarded conditionally, when deemed appropriate. Individual performance is assessed against established competency criteria and the Cardano Principles. An employee's share of the profit-sharing pool is determined on a discretionary basis and is subject to a variable remuneration cap of 20% of that employee's total annual fixed remuneration. An employee may receive a variable remuneration of more than 20% of the fixed remuneration in the event of excellent performance, provided that

1. the average of the ratios between the fixed and variable remunerations of all persons working under the responsibility of Cardano, who mainly perform work in the Netherlands and whose remuneration does not exceed 20%; and [comment: sentence appears incorrect/incomplete]
2. the employee's variable remuneration does not exceed 100% of the fixed annual remuneration.

No employee of Cardano was awarded a fixed or variable remuneration of EUR 1 million or more in 2018.

Beloning 2018

Bedragen in EUR	
Aantal medewerkers	93
Vaste Beloning	
	7.211.463
Variabele Beloning	
Beloning variabel direct uitgekeerd	1.702.362
Beloning variabel uitgesteld uitgekeerd	78.938
Aanstellingsvergoedingen toegekend in 2018	
Aantal begunstigden	0
Totaal bedrag aanstellingsvergoeding	-
Vertrekvergoedingen toegekend in 2018	
Aantal begunstigen	0
Totaal bedrag vertrekvergoedingen	-

