

Buckaroo's Remuneration Policy 2017

Buckaroo wants to attract the best employees to support their business to assure the high level of services provided to our Merchants, therefore Buckaroo has a remuneration policy in line with Dutch law. This policy enables Buckaroo to successfully recruit the best payment experts in line with the company's core values and long-term strategy of Buckaroo.

Buckaroo's employees act according to the 5 Buckaroo's Company core values:

- 1 Integrity
- 2 Entrepreneurship
- 3 Commitment
- 4 Expert
- 5 Customer Focus

Remuneration principles

- The size of the remuneration package is based on the scope of responsibilities, the employee's experience and market circumstances.
- A remuneration package consists of a base salary and a variable income as addressed in Buckaroo's incentive program 2017.

In the Sales Incentive plan accelerated growth may be rewarded.

- The Incentive Plan for non-commercial roles is applicable for all other employees achieving extraordinary business objectives.

The bonus is paid out once a year.

- When determining variable income, 50% of the variable income will in all cases be based on nonfinancial performance criteria.
- The variable income is restricted to maximum of 20% of the base salary. The incentive is granted after yearly year-end feedback process
- The Board remuneration is approved on a yearly basis by the Supervisory Meeting

Remuneration accountability

- The figures on total variable compensation paid out to Buckaroo employees form part of the annual accounts.

Responsibility

The Buckaroo Management Board is responsible to keep the remuneration policy up to date with market circumstances and the requirement as set by local laws. Changes to the remuneration policy need to be approved in the Supervisory Board Meeting.