REMUNERATION POLICY

OF

EUROPEAN FINTECH IPO COMPANY 1 B.V.

FOR THE DIRECTORS

VERSION 2021 – EFFECTIVE AS OF 30 MARCH 2021

1. INTRODUCTION

Set forth below is the remuneration policy (the **Remuneration Policy**) of European FinTech IPO Company 1 B.V. (the **Company** also referred to as "we", "our" or "us") as adopted by the general meeting of shareholders of the Company (the **General Meeting**) on 30 March 2021. It describes the policies, structures, principles and elements of remuneration of the executive directors of the Company (the **Executive Directors**) and the non-executive directors of the Company (the **Non-Executive Directors**, and jointly with the Executive Directors, the **Directors**) which Directors together form the board of the Company (the **Board**).

This Remuneration Policy is implemented in accordance with the following principles, setting out the way the Remuneration Policy contributes to the Company strategy, the short- and long-term interests of the Company and the sustainability of the Company and how it takes into account the identity, mission and values of the Company:

(a) The Remuneration Policy takes into accounts the nature of the Company as a “special purpose acquisition company” or “SPAC”, and the relationship between the SPAC sponsors of the Company and the Directors.

(b) The Remuneration Policy aims to attract, motivate and retain highly qualified individuals and reward them with a market competitive remuneration package that focuses on achieving sustainable financial results aligned with the long-term business strategy of the Company. The Remuneration Policy fosters alignment of interests of the Directors with its shareholders and other stakeholders.

(c) The Remuneration Policy is designed in the context of competitive market trends, statutory requirements, corporate governance best practice, the societal context around remuneration and the interests of the Company’s shareholders and other stakeholders.

(d) The Remuneration Policy is designed to ensure fairness and transparency.

(e) The Remuneration Policy is designed in a way that it takes into account the societal context around remuneration and corporate governance best practice.

This Remuneration Policy takes into account all applicable laws and regulations, such as, but not limited to, article 2:187 and 2:135a of the Dutch Civil Code, the Dutch Corporate Governance Code, the articles of association of the Company (the **Articles of Association**) and the rules of the Board, as applicable from time to time.

All amounts mentioned in this Remuneration Policy are gross amounts.

2. GOVERNANCE OF THE REMUNERATION POLICY

2.1 Establishment of the Remuneration Policy

In line with article 14.3 of the Articles of Association, this Remuneration Policy is determined by the General Meeting on 30 March 2021.

The Remuneration Policy will be presented to the General Meeting at least every four years.

2.2 Amendment of the Remuneration Policy

Any amendments to this Remuneration Policy are subject to adoption by the General Meeting.

It is envisaged that the Remuneration Policy will be amended upon the Company obtaining a majority (or otherwise controlling) stake in a business with either global or European operations, preferably headquartered in in Europe (including United Kingdom) or Israel, by means of a (legal) merger, share exchange, share purchase, contribution in kind, asset acquisition or combination of these methods (a **Business Combination**).

The remuneration of the Directors following a Business Combination, if any, shall be disclosed in the shareholder circular published in connection with the extraordinary meeting in which the Business Combination is presented and is expected to be in line with market practice for similar companies.

All revisions of the Remuneration Policy shall be accompanied by a description and explanation of all significant changes, the decision making process followed for its determination, review and implementation, measures to avoid or manage conflicts of interests and pay ratios. Next, the description shall also explain how it takes into account the votes and views of shareholders and other stakeholders of the Remuneration Policy since the most recent vote on the Remuneration Policy by the General Meeting.

When the General Meeting does not approve the proposed amendments to the Remuneration Policy, the Company shall continue to remunerate in accordance with the existing adopted Remuneration Policy and shall submit a revised policy for approval at the following General Meeting.

2.3 Operation of the Remuneration Policy

Pursuant to article 19 of the Board Rules and article 14.4 of the Articles of Association, the Board is responsible for the implementation of the Remuneration Policy. The remuneration of, and other agreements with, the Directors are determined by the Board, with due observance of the Remuneration Policy. In its annual remuneration report, the Board will communicate clearly and transparently to the Company's stakeholders how this Remuneration Policy has been pursued.

3. OBJECTIVES OF THE REMUNERATION POLICY

The Company holds the view that its Remuneration Policy should serve the following objectives (the **Remuneration Objectives**):

(i) reflect the interests of all stakeholders;

(ii) attract and retain the Directors that have the talent and skills to develop and expand the business;

(iii) takes into account the internal pay ratios within the Company;

(iv) takes into account the identity, mission and values of the company as well as the popular support on remuneration;

(v) does not encourage Directors to act in their own interest, nor to take risks that are not in line with the strategy formulated and the risk appetite that has been established; and

(vi) create long-term value, contribute to the Company's strategy and enhance the sustainable development of the Company.

4. REMUNERATION OF THE EXECUTIVE DIRECTORS

The Company will pay each Executive Director a gross monthly fee of €5,000, therefore a gross annual fee of €60,000. Executive Directors will not receive any variable remuneration such as Performance Shares and/or rights to Performance Shares.

Executive Directors will not be entitled to any severance pay and are not eligible to participate in a pension scheme or other pension related benefits, such as old-age and life insurance.

Executive Directors shall be reimbursed for all reasonable costs incurred with the consent of the Board as a whole. The Company will arrange for and pay a directors and officers (D&O) liability insurance for the Executive Directors.

The Company and any of its subsidiaries shall not grant personal loans, guarantees or the like to Executive Directors except within the framework of its usual business operations, on conditions which apply to all employees and with the approval of the Board.

Loans to the Executive Directors are not remitted.

After Business Combination, the Board may annually re-evaluate the cash compensation of the Executive Directors and decide to propose an increase thereof. Cash compensation levels will be reviewed, taking into account developments in the labour market and other factors (including potential changes in job sizes). Without prejudice to the above, an increase may not exceed [10]% of the annual base fee in the preceding financial year.

5. REMUNERATION OF THE NON-EXECUTIVE DIRECTORS

Each Non-Executive Director, except for Mr Klaas Meertens, will be paid a gross annual fee of €10,000. Non-Executive Directors will not receive any variable remuneration such as performance shares and/or rights to performance shares.

Non-Executive Directors will not be entitled to any severance pay and are not eligible to participate in a pension scheme or other pension related benefits, such as old-age and life insurance.

Non-Executive Directors shall be reimbursed for all reasonable costs incurred with the consent of the Board as a whole. The Company will arrange for and pay a directors and officers (D&O) liability insurance for the Non-Executive Directors.

The Company and any of its subsidiaries shall not grant personal loans, guarantees or the like to Non-Executive Directors except within the framework of its usual business operations, on conditions which apply to all employees and with the approval of the Board.

Loans to the Non-Executive Directors are not remitted.

After Business Combination, the Board may annually re-evaluate the cash compensation of the Non-Executive Directors and decide to propose an increase thereof. Cash compensation levels will be reviewed, taking into account developments in the labour market and other factors (including potential changes in job sizes). Without prejudice to the above, an increase may not exceed [10]% of the annual base fee in the preceding financial year.

6. AGREEMENTS WITH THE DIRECTORS

Each Director will enter into a services agreement with the Company, either in person or through a personal holding or other holding company. Such agreement shall terminate by operation of law, without notice being required, on the earlier of: (i) four years as of 30 March 2021 on the date of the annual General Meeting in 2025; or (ii) the moment the Director's membership of the Board terminates for whatever reason. The agreements are governed by Dutch law. The Directors do not have any severance arrangements with the Company.

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