

## **Fastned remuneration policy**

The aim of the remuneration policy of the Fastned board is to ensure that the Company is able to attract, motivate, and retain qualified and experienced members to the Fastned management board. The underlying principle of the remuneration policy is that the total remuneration of the Fastned board should be in line with labour market conditions of companies which engage in comparable activities and/or are similar in terms of size and/or complexity.

The remuneration of the board shall comprise the following structure:

- Base salary or management fee
- Option policy
- Pension plan
- Other benefits

### **1. Base salary / management fee**

The Base salary or management fee that the board members of Fastned receive are below the average market level for similar profiles in the labour market. This is a situation that Fastned considers realistic given where the company stands in its development and given the fact that the company is still cash flow negative. Both the employment agreements and the management agreements for the board of Fastned have the same terms and conditions as the employment agreements of the employees. There are no golden parachutes or other benefits.

### **2. Option policy**

Fastned has an option policy in place for its employees that is also applicable to Fastned board members that have an employment agreement with Fastned (so not for those with a management agreement).

### **3. Pension plan**

Fastned has a pension plan in place for its employees that is also applicable to Fastned board members. Both the employees and the board members have the same pension plan conditions.

### **4. Other benefits**

Fastned provides for other necessary benefits like phones, computers and lease cars if necessary for commuting.