



REMUNERATION COMMITTEE CHAIR LETTER

Acomomo aims to be continuously improving its remuneration report and policy, optimizing alignment of Executive Directors' incentives with Acomomo's strategy and long term value creation, thereby taking into account the interests of shareholders, employees, customers and other stakeholders.

Therefore, the Remuneration Committee performed a review of the Remuneration Report in 2022; from financial year 2022 onward, the Remuneration Report provides more transparency on the quantitative and qualitative metric and target setting and performance assessment of the Executive Directors.

The Remuneration Committee performed a review of the 2020 Remuneration Policy, resulting in the proposed Remuneration Policy 2024. The Remuneration Committee and other Non-Executive members of the Board engaged a specialized remuneration advisory firm to review the Remuneration Policy. The Non-Executive members of the Board have reviewed best practices of relevant peers, taking into account the requirements of the Dutch Civil Code, the Dutch Corporate Governance Code and the European Shareholders Rights Directive II.

Main feedback received to improve the Remuneration Policy was to introduce a significant long term variable remuneration element subject to performance, include better disclosure of metrics, weighing and targets for variable remuneration, introduce a benchmark for pay setting, introduce claw back provisions for variable pay, and introduce requirements for shareholder ownership by Executive Directors.

Based on this feedback, key changes proposed in the 2024 Remuneration Policy are amongst others:

- In determining the remuneration levels, the Non-Executive Directors will take into account financial and non-financial results, short term and long term objectives of Acomomo, remuneration of a peer group of companies, Acomomo's pay-ratio and employment terms, culture, mission, strategy and values of Acomomo, and market conditions, including public opinion;
- The short term incentive pay is decreased in favor of a long term incentive pay, creating a balance that is closer to industry benchmarks;
- The Non-Executive Directors will determine the metrics for both short term incentives and long term incentives, which will be aligned with Acomomo's strategy. Metrics will be disclosed in the Remuneration Report;
- Variable remuneration is subject to claw back mechanisms; and
- A requirement for share ownership by Executive Directors is introduced

If accepted, the new Remuneration Policy will become applicable as from the date of approval by the AGM on 26 April 2024. The Remuneration Report in the annual report 2024 will be based on the new Remuneration Policy.