

Policy on Remuneration at Hoogenraad Verzekeringen B.V.

Hoogenraad Verzekeringen B.V. has drawn up a remuneration policy to ensure that customers are treated with integrity and informed accurately, and that employees are not misled by financial incentives.

Risk limitation

It is extremely important for Hoogenraad Insurance B.V. that customers are assisted honestly, correctly and transparently. Employees at Hoogenraad Verzekeringen B.V. may not be guided in any way by financial incentives. At Hoogenraad Insurance, the priority is that the customer comes first and we provide our customers with independent advice and independent services.

Hoogenraad Insurance B.V. is transparent in how it financially rewards employees and how the company itself makes money. With the help of our advisers, customers themselves choose the product that best suits their needs, knowledge, experience and goals. The policy at Hoogenraad Insurance B.V. is to prioritise the long-term interest of the organisation and the customer, so personal (financial) interests do not come first. Hoogenraad Verzekeringen checks whether this policy is adhered to with "on the job" coaching and checks on employee work. Any complaints about employee behaviour are handled with the customer's interest as the starting point.

Employees and fixed pay

Hoogenraad Insurance B.V. uses a market-standard remuneration policy. Hoogenraad Insurance B.V. does not use fixed salaries or salary scales. This means that employee salaries may differ, because of different skills. Employees who work well, develop their knowledge and skills and have a proactive attitude can be rewarded by an increase in salary. This increase is decided on an individual basis by the board of management.

Holiday pay

An 8% holiday allowance is paid on top of what is considered an employee's 'fixed salary'. This is based on the actual salary paid in the period from 1 June in one year to 31 May the next year. The holiday allowance is paid annually with the May salary. The payment is also, of course, calculated in proportion to the number of months that an employee has been employed.

Bonuses

Employees of Hoogenraad Verzekeringen B.V. are not eligible for a (variable) bonus. All roles within the company are remunerated based on the employee's knowledge, experience and personal qualities.

Sick pay

Employees who are sick or unable to work are entitled to 100% of their last salary, up to a maximum of the top daily wage, for the first year of absence from work. If their sickness lasts a second year, the company will pay 70% of the last salary, up to a maximum of 70% of the maximum daily wage.

Other conditions

Travel allowance

Hoogenraad Insurance B.V. provides employees with a travel allowance. This is € 0.19 per kilometre, based on the number of kilometres between the employee's home address and the office address. Part-time employees receive a travel allowance in proportion to the days worked. The maximum travel allowance is €300 per month.

Reimbursement of study costs

At Hoogenraad Verzekeringen B.V., it is extremely important that employees can develop their technical skills and hold the diplomas required by the Financial Supervision Act. Professional training and the costs of legally-required training are fully reimbursed by Hoogenraad Verzekeringen B.V. If an employee chooses to stop working for Hoogenraad Verzekering, B.V, the company can ask for a refund of study costs as follows:

- 100% of the costs if the employment ends during the training period;
- 75% of the costs if the employment ends within 1 year of the training period;
- 50% of the costs if the employment ends between 1 and 2 years after the end of the training period;
- 25% of the costs if the employment ends between 2 and 3 years after the end of the training period.
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Discount on insurance

When employees take out insurance for themselves, Hoogenraad Verzekeringen does not take a fee. The normal commission will be deducted from the premium. This means employees can benefit from a discount on various insurance policies. However, the discount varies according to the insurance product and does not apply to every scheme.

Individual changes in benefits

Hoogenraad Verzekeringen B.V. does not offer individuals the option to change these additional terms of employment. The conditions apply equally to all employees.