

Remuneration Policy

Purpose of remuneration policy

Our remuneration policy is primarily aimed at the continuity of the company, within controlled and ethical business operations focused on the long term. And where the interest of the end customer remains central at all times.

This means, among other things, that where possible we will prevent remuneration from leading to careless treatment of the customer and failure to comply with our duty of care.

In addition, with our remuneration policy, we aim to focus on the interests of our customers and the company in the longer term. The remuneration policy applied must also have a healthy, stimulating effect.

To whom does this remuneration policy apply?

The remuneration policy applies to all individuals/entrepreneurs that VerVier Groep uses or collaborates with in its service provision.

Principles of remuneration policy

The following principles were applied when drafting the remuneration policy:

- Customer interest central;
- Long-term objective;
- Transparent, simple;
- Compliance with laws and regulations;
- Appropriate advice is provided at all times. Company Remuneration Model

Our company always acts in the best interest of the client and provides appropriate advice. We advise/mediate in a completely objective and independent manner. Our remuneration consists of the following options:

- Remuneration based on commission (by the provider);
- Remuneration based on a fixed fee (by the client);
- Remuneration based on hourly billing (by the client);
- Combination of the above remuneration methods.

These forms of remuneration are made known/transparent to the client in our service guide/service documents. All remuneration is assessed against the principles of the standard that remuneration must not be manifestly unreasonable. The internal remuneration policy is an extension of the company's revenue model. Description of remuneration

The following forms of remuneration occur within our company.

- In the case of employment:

Fixed market-rate salary.

- In the case of a self-employed person engaged in mediation:

A fixed remuneration. This remuneration is always discussed with the client in advance before proceeding to the actual service provision. No variable remuneration based on targets to be achieved or product numbers, etc.

Risk management

Our remuneration policy is at all times aimed at preventing careless treatment of customers. And aimed at the continuity of the company.

Transparent remuneration policy

Our remuneration policy is transparent and is communicated, among other things, in our service guide and on the website.

The approach of our internal remuneration model is that it does not provide incentives that could lead to irresponsible risks and careless treatment of customers.

Evaluation of remuneration policy

The remuneration policy was drawn up by the management of VerVier Groep. At regular intervals, an evaluation of the remuneration policy used takes place and a risk analysis is carried out, in which the various aspects of the remuneration policy are examined, such as:

Does the remuneration policy still meet the formulated objectives and principles?

Are there changes in laws and regulations that have consequences for the remuneration policy? When action points are identified in the risk analysis, it is documented in writing which measures must be taken and within what timeframe this must be completed.