

The remuneration of employees in Cover Genius Europe B.V.

The remuneration of Cover Genius Europe B.V. employees consists for the major part of a fixed salary. These salaries are in line with the market. When classifying employees, relevant knowledge and (work) experience as well as (organizational) responsibility are taken into account. Cover Genius Europe B.V. assesses and directs her employees on integrity, solid and customer-oriented acting. Employees are evaluated regularly. This evaluation forms the starting point for any adjustments to the remuneration. A possible increase in the fixed part of the salary does not solely depend on the amount of financial products sold.

Variable remuneration

Cover Genius Europe B.V. can use a variable reward on top of the fixed salary as an extra condition for her employees. This variable reward is capped at 20% of the fixed salary. With this reward Cover Genius Europe B.V. wants to stimulate the behavior of her employees in accordance with the company policies and bind valuable employees to the company. This variable reward does not encourage taking unacceptable risks. The company's core values always come first. The variable reward is therefore subject to both qualitative and quantitative criteria.