

SUPERVISORY BOARD REMUNERATION POLICY

1. Introduction

- 1.1 Capitalized terms used but not defined herein shall have the meaning assigned to them in the Supervisory Board Rules.
- 1.2 Set forth below is the Supervisory Board Remuneration Policy (hereinafter, the “**Remuneration Policy**”) of TomTom N.V. (hereinafter, the “**Company**” or “**TomTom**”) that was approved by the general meeting of the shareholders of the Company (the “**General Meeting**”) on 17 April 2024.
- 1.2 The Supervisory Board proposes TomTom's Supervisory Board Remuneration Policy to the General Meeting of Shareholders for adoption at least once every four-year period. The adoption of the Remuneration Policy requires at least 75% of the cast votes in favor.
- 1.3 This Remuneration Policy takes into account all applicable laws and regulations, such as, but not limited to, article 2:135a of the Dutch Civil Code, the Dutch Corporate Governance Code, the articles of association of the Company (the Articles of Association).

2. Objectives

- 2.1 The objective of the Remuneration Policy for the Supervisory Board of the Company is to provide remuneration in a manner that:
- a) Allows for the recruitment and retainment of qualified persons with appropriate expertise and TomTom's desired balance of competencies, expertise, and personal skills, as members of the Supervisory Board to oversee the (execution of the) Company's strategy and performance; and
 - b) Rewards the Supervisory Board members for utilizing their skills and competencies to the maximum extent possible to execute the tasks delegated to them including but not limited to tasks and responsibilities imposed by the Dutch Civil Code, Dutch Corporate Governance Code and the Articles of Association; and
 - c) Reflects, as a guiding principle, approximate positioning of TomTom within the reference group; and
 - d) Reflects the Company's size and complexity, as well as the responsibilities of the role and the time spent.

3 Remuneration Structure

- 3.1 Given the nature of the responsibilities of the Supervisory Board as an independent body, remuneration of the Supervisory Board is not tied to the performance of the Company and only comprises fixed remuneration, delivered in cash. In addition to a fixed fee, the members of the Supervisory Board are provided with a committee fee and intercontinental travel compensation. Payment of the remuneration is provided in Euro. Currency conversion risks are for the account of the member of the Supervisory Board.

3.2 Fixed fee:

Chair Supervisory Board	€67,500
Member Supervisory Board	€47,500

At the discretion of the Supervisory Board, the fixed fee can be increased annually. The indexation is maximized by expected average annual increase in the fixed salary of the employees of the Company based in the Netherlands.

3.3 Committee fee:

Chair Audit Committee	€10,000
Member Audit Committee	€7,000
Chair Other Committees	€10,000
Member Other Committee	€7,000

The Chairs and the members of the Supervisory Board's committees are provided with a supplementary committee fee for the additional responsibilities. Should a new Supervisory Board Committee be established, the fee levels of these new committees will be aligned with the existing committee fee levels.

- 3.4. Travel compensation: Supervisory Board members are provided a travel compensation of €3,000 per intercontinental roundtrip to reflect the additional time commitment.



- 3.5 Members of the Supervisory Board will be reimbursed for all reasonable business expenses incurred in the course of performing their duties.
- 3.6 Members of the Supervisory Board shall not be eligible to participate in any benefits programs offered by the Company to its employees, nor shall the Company provide loans, advances or guarantees.
- 3.7 Members of the Supervisory Board are not entitled to any benefits upon the termination of their appointment. No claw-back, severance or change of control arrangements are in place for members of the Supervisory Board.

4 Governance

- 4.1. Term: A Supervisory Board member is appointed for a period of four years and may then be reappointed once for another four-year period. The Supervisory Board member may then subsequently be reappointed again for a period of two years, which appointment may be extended by at most two years.
- 4.2. Resignation: Members of the Supervisory Board shall resign in accordance with [the rotation schedule](#), as published on TomTom's corporate website. No notice period or termination fees are applicable.
- 4.3. Compliance and Evaluation: In accordance with Best practice provision 2.2.6 of the Dutch Corporate Governance Code, the Supervisory Board conducts an annual self-evaluation to assess its performance, effectiveness, and alignment with its governance obligations. This evaluation consists of a review of the Supervisory Board's functioning, the functioning of the individual members and the functioning of its committees.

Approved by the General Meeting of Shareholders on 17 April 2024