

REMUNERATION POLICY NEW AMSTERDAM INVEST N.V.

§ 1

Introduction

As adopted by the general meeting of shareholders of New Amsterdam Invest N.V. (the "**Company**") on 8 July, 2021, the following remuneration policy (the "**Policy**") for the board of managing directors of the Company (the "**Management Board**") and the board of supervisory directors of the Company (the "**Supervisory Board**") shall apply effective as of 6 July, 2021.

The Policy complies with Dutch law, the articles of association of the Company and the Dutch Corporate Governance Code. The Policy may be amended at any time by the general meeting of shareholders upon a proposal of the Supervisory Board. This Policy will be presented to the General Meeting at least every four years.

The remuneration of, and other agreements with, the members of the Management Board ("**Managing Directors**") are determined by the Supervisory Board, with due observance of this Policy. The individual remuneration of the members of the Supervisory Board ("**Supervisory Directors**") is set by the general meeting of shareholders of the Company.

The Remuneration Policy takes into account the nature of the Company as a "special purpose acquisition company" or "SPAC", and the relationship between the Company and the Managing Directors (being the SPAC promoters) and the Supervisory Directors.

The Company will arrange for and pay a directors and officers (D&O) liability insurance for the Managing Directors and Supervisory Directors.

All amounts mentioned in this Policy are gross amounts.

§ 2

Remuneration of the Managing Directors

The Managing Directors are not entitled to any remuneration or compensation prior to the completion date of the business combination (as defined in the articles of association of the Company) except for reasonable out of pocket expenses. In case out of pocket expenses are subject to value added tax, such amount shall be paid additionally by the Company.

Managing Directors will not receive any variable remuneration such as (rights to) shares.

The remuneration of the Managing Directors following the business combination, if any, shall be disclosed in the shareholder circular published in connection with the general meeting of shareholders at which the business combination shall be resolved upon and is expected to be in line with market practice for small to medium sized companies.

The Managing Directors have not entered into any type of employment or service agreement with the Company. There are no severance arrangements between the Managing Directors and the Company.

The Company shall not grant loans, advance payments or guarantees to the Managing Directors.

§ 3

Remuneration of the Supervisory Directors

This Policy aims to attract, retain and reward highly qualified Supervisory Directors with the required background, skills and experience to implement the long-term strategy of the Company and to deliver sustainable performance in line with the strategy and purpose of the Company.

The chairperson of the Supervisory Board will receive a fixed annual remuneration in the amount of EUR 35,000 and reasonable out of pocket expenses. Each other Supervisory Director will receive a fixed annual remuneration in the amount of EUR 25,000 and reasonable out of pocket expenses. In case any remuneration or reimbursement of expenses is subject to value added tax, such amount shall be paid additionally by the Company.

The Company will not pay fees for attendance at Supervisory Board meetings.

Supervisory Directors will not receive any variable remuneration such as (rights to) shares.

The Supervisory Directors have not entered into any type of service agreement with the Company.

There are no severance arrangements between the Supervisory Directors and the Company.

The Supervisory Board may perform a benchmark against other companies of comparable size, complexity and scope and re-evaluate the fixed annual remuneration and decide to propose an increase thereof.

The Company shall not grant loans, advance payments or guarantees to its Supervisory Directors.