



## Supplementary Information to the proposed

### MANAGEMENT BOARD REMUNERATION POLICY

TomTom has proposed an updated Management Board Remuneration Policy for consideration at the Annual General Meeting of TomTom's shareholders scheduled for 17 April 2024. This Supplementary Information document serves to provide additional information concerning the implementation of the long-term incentive plan, as included in the proposed Management Board Remuneration policy, for the first vesting period from 2024 through 2026.

The long-term incentive plan takes the form of a performance share plan. Under the plan, performance is assessed against performance criteria that can be both financial and non-financial.

In the implementation of the long-term incentive plan for the first vesting period from 2024 through 2026, the performance criteria relate to relative total shareholder return and sustainability. The below overview provides further detail on the criteria used, their respective weightings and measurements.

Category	Criterion	Weighting	Measurement
Financial	Relative Total Shareholder Return (rTSR)	70%	The rTSR is based on TomTom's total shareholder return relative to the MSCI Europe Small Cap index return over a three-year period.
	Employee Engagement Score	10%	The Employee Engagement Score will be measured as the average engagement score over 2024, 2025, and 2026 (average of six expected surveys).
Non-Financial	Female representation at senior level	10%	Female representation is measured as the percentage of female employees at senior management level (director and above) at the end of 2026.
	Reduction in CO <sub>2</sub> emissions	10%	The reduction in CO <sub>2</sub> emissions is measured as the realized decrease in Scope 1 and 2 emissions, excluding the use of carbon credits, in 2026 (versus base year 2022).