

# SOUND REMUNERATION POLICY

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The Netherlands Authority for the Financial Markets (AFM) monitors well-functioning financial markets in the Netherlands, including the mortgage sector. To ensure these financial markets function well, the AFM has introduced new rules regarding the remuneration policy of financial service advisors. In short: The AFM requires each player to have a “Sound Remuneration Policy”. The members of Klår abide by these rules. Not because we must, but because we agree, and because we think it’s important that you know how we earn our money, and how we reward our team.

### REWARDING KLÅR’S EMPLOYEES

To start at the beginning: All of our employees receive a fixed, and minimum competitive salary.

In addition, we would like to reward our employees additionally for good performance. This can be achieved via different means; first and foremost we focus on job satisfaction and development. This can come in the form of staff outings, paid training courses, facilitating long vacations or treating yourself to a dinner with friends or loved ones.

Furthermore, we see success at Klår as a team effort. When the company turnover results in a ‘good year’, Klår can also provide a sum of money to the team as a payout (in actuality: a bonus). Therefore, the AFM have implemented a rule that the amount cannot surpass 20% of our employee’s fixed income, and we have implemented our own rule that the reward is not based on the an employee’s individual revenue turnover contribution. Why do we implement our own rule? Firstly, because – as mentioned – we see our successes as a team performance. Secondly, when it comes to our clients, we prioritize satisfaction over quantity. Thirdly, because we don’t believe in sales-driven behavior. Lastly, for the practical reason that we do not track turnover on employee basis.

### OUR FEE – YOUR COSTS

The ‘Sound Remuneration Policy, as mentioned by the AFM, is directed towards remuneration at the employee level. Actually, it is not a subject that falls under the ‘Sound Remuneration Policy’, but in our opinion it is directly related to it: the reward of Klår club.

We want to make it clear to everyone ‘what we deserve’. To start with: our rewards are what you pay us in fees. We receive no additional earnings, kick back fees, bonuses, production fees, or anything from anyone. Not from banks, not from other lenders, not from insurers, evaluators, real estate agents, or other third parties. Seems pretty clear to us.

We also try to answer the question how much you pay us (i.e. your fee) at the earliest possible stage. We publish our rates on our website <https://klarfinance.nl/prices/>, and everyone who attends an intake with us, will receive a tailor-made service document which illustrates the exact representation and explanation of the costs.

### QUESTIONS ABOUT OUR REWARD POLICY? FEEL FREE TO REACH OUT

We want – just like you – no loose ends or unclarities. If there are any questions after reading this document, or about information published on other places (website, service document), feel free to send us an email or give us a call. We will gladly explain ourselves.