

AGM.5/38/2023

DIRECTORS' REMUNERATIONS

No changes to the directors' remunerations are proposed. The current directors' remunerations are as presented below:

1. Annual Directors' Fees	
➤ Board Chairman	USD 10,000
➤ Board Directors	USD 8,000
2. Sitting and Out of Pocket Expenses Allowance When Attending Board or General Meetings	
➤ Board Chairman	USD 1,000
➤ Board Directors	USD 800
3. Handshake for retiring Directors	USD 3,000*

NOTE:

1. The above rates have been in force since April 2011.
2. The above rates are considered reasonable by the directors in relation to their responsibilities and risks associated with their responsibilities.
3. The above rates are considered reasonable when compared to the rates paid by other Companies of the same size as Swissport.
4. Non-adjustment of the rates will help maintaining operating costs.
5. * This amount is paid to the local directors upon completion of a 3-year circle (retirement).
6. All above fees are payable to the directors representing minority Shareholders only. All directors representing SPI are neither paid sitting allowances nor directors fees since year 2017.

I submit.

Dirk Goovaerts
Chairman of the Board