

AGM.6/36/2021**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).

I submit



Jeroen de Clercq
Chairman of the Board