

bunq

Diversity and Equal Treatment

May 2020



At bunq we don't think outside of the box: there is no box. We truly appreciate people as they are, no matter what, and only distinguish them for their results.

When hiring candidates, we focus on finding people with highly specific profiles and with an unique set of skills and experience, regardless of their [sexual orientation](#), religion, race, age, nationality, or any other aspect that is not related to the work performed at bunq. The only thing that counts is to "get shit done". The Supervisory Board meets and exceeds the 'balanced' composition requirement, as 50% of the current Supervisory Board is female. Additionally, 50% of the participants of our team lead training (F2) has been female over 2019.

Since user happiness has been our sole focus, we don't want to be part of precisely the culture our users find unacceptable: the banking's bonus culture. The 'Wet op Financieel Toezicht' requires us to report the staff who earn more than EUR 1 million. Although we value and reward good performance at bunq, employees nor board members come close to such amounts. The total remuneration of the bank's Managing Board (3 persons) in 2018 was EUR 319,443 in 2018: on average less than EUR 107,000 per board member.

Our wage ratio, the ratio between the highest and lowest salary, at the moment (May 2020) sits at 6, negligible in comparison to the biggest Dutch bank, where this ratio is more than five times higher.