Pluxee Share Ownership Guidelines
for members of the Board of directors of Pluxee N.V.

Purpose: The purpose of the share ownership guidelines ("**Share Ownership Guidelines**") for the members of the board of directors ("**Board**") is to align the interests of the members of the Board with the long-term interests of shareholders of Pluxee N.V. ("**Pluxee**").

Ownership Requirement: Each member of the Board is expected to own at least 500 ordinary shares in the share capital of Pluxee by the end of his/her first year on the Board.

Retention Guideline: Each member of the Board is expected to retain such minimum number of ordinary shares in the share capital of Pluxee from that date until the end of the term of his/her office with Pluxee.

Insider trading prevention Policy: Each member of the Board shall comply with all legal trading obligations/prohibitions laid down in such policy.

Review and Adjustments: The Nomination and Remuneration Committee of Pluxee (the "**Committee**") will review the Share Ownership Guidelines periodically to consider whether they need to be adjusted. Adjustments may be made to reflect changes in market conditions, company strategy, governance standards or other relevant circumstances.

Exceptions: The Committee may grant exceptions to these Share Ownership Guidelines on a case-by-case basis.

Adopted on July 3, 2024, effective as of July 4, 2024.