

## MAIN ELEMENTS – MANAGEMENT SERVICES AGREEMENT

The information as provided below applies to the Management Board of Just Eat Takeaway.com N.V. (“the Company”).

### Management Board

- As of the date mentioned below, the current Management Board members each are bound by a management service agreement (*overeenkomst van opdracht*) with the Company. The terms and conditions of these service agreements are governed by Dutch law.
- The remuneration of the Management Board members is composed of fixed and variable components as follows:
  - a fixed annual base fee
  - fringe benefits (these may vary based on local practice)
  - a pension allowance
  - a short-term incentive
  - a long-term incentive plan, consisting of conditional performance awards
- The severance arrangements included in the respective management service agreements provide for compensation for the loss of income resulting from a non-voluntary termination of service. In that situation, the gross severance payment is equal to the sum of the six-month gross fixed base fee of the respective Managing Director.
- There are no contractual arrangements in place for compensation for non-voluntary termination of service in case of a take-over bid of the Company.

For further information on the Management Board remuneration and its composition, reference is made to the [remuneration policy for the Management Board](#) on the Company’s corporate website. In addition, the Company discloses details about the actual remuneration received in its annual report. The remuneration policy will be reviewed periodically to verify its market conformity, potentially leading to adjustments, which, in that case, are presented to the General Meeting for approval.

1 January 2023