

Main elements of the contract with Mr. Entricken in relation to his proposed reappointment by the 2025 AGM in line with the Dutch Corporate Governance Code

The remuneration of Mr. Entricken is and will at all times be in line with the prevailing Wolters Kluwer Remuneration Policy for the Executive Board, and will as of his appointment as member of the Executive Board consist of the following elements:

- *Annual Base Salary 2025*: US\$ 939,000 per year (being €868,640 based on current constant currency rate of \$/€ of 1.081). In accordance with the Remuneration Policy, the base salary will be reviewed annually by the Supervisory Board.
- *Variable remuneration elements*:
 - *Short-Term Incentive Plan (STIP)*: at target 100% of base salary. Maximum payout of 150% of base salary. This maximum payout will only be payable if the actual performance for all individual measures is 110% or more of target. There will be no payout for individual measures with results below 90% of target.
The STIP bonus for performance in 2025 will be based on the achievement of targets with respect to revenues (34%), adjusted net profit (28%), adjusted free cash flow (28%), and a set of three non-financial targets (10%).
 - *Long-Term Incentive Plan (LTIP)*: In 2025, Mr. Entricken will receive an annual conditional award of performance shares at 200% of his base salary, based on the fair value of the shares. Actual payout depends on performance over a three-year period and can vary from 0-150% of the conditionally awarded number of performance shares.

Under the current Remuneration Policy, the performance criteria are Total Shareholder Return relative to a group of 15 TSR peer companies (TSR) for 50% of the value of the conditional rights on shares, Diluted Adjusted Earnings per Share (EPS) for 30% of the value, and Return on Invested Capital (ROIC) for 20% of the value. Upon adoption of the proposed amended Remuneration Policy by the 2025 AGM, the weighting of TSR will decrease from 50% to 30% and the weighting of EPS will increase from 30% to 50% as of the 2026-2028 LTIP.

For a detailed explanation of the STIP and LTIP, and for the STIP payout over the previous year and LTIP payout over the previous three-year performance period, see the Remuneration Report, on pages 69-88 of the 2024 Annual Report as well as the proposed new Remuneration Policy, which is published on www.wolterskluwer.com/agm.

- *Severance Payment*: One time annual base salary (in accordance with the Dutch Corporate Governance Code).
- *Change of Control*: In case of a change of control, Mr. Entricken will receive 100% of the number of conditional rights on shares awarded to him with respect to pending Long-Term Incentive Plans for which the performance period has not yet ended. In addition, he will receive a cash



compensation equal to one-year base salary if his agreement would end following a change of control.

- *Share ownership requirement*: two times base salary (current holding 54,034 shares).
- Participation in health and wellness programs, the defined contribution retirement savings plan, and the deferred compensation plan of Wolters Kluwer United States.
- Customary arrangements for international assignments in accordance with the Remuneration Policy.