

Key differences between the current Remuneration Policy for supervisory board members as approved in 2020, and the Remuneration Policy for supervisory board members as proposed to the Annual General Meeting of Shareholders at May 16, 2022.

Item	Current Policy (2020)	Proposed MB policy (2022 - onwards)	Comment
<p>1. Amendment of the compensation of the members of the Supervisory Board.</p>	<p>Chair SB (€70.000) Member SB (€50.000)</p> <p>Chair Audit Committee (€10.000) Member Audit Committee (€7.500)</p> <p>Chair NSR Committee (€8.500) Member NSR Committee (€6.000)</p>	<p>Chair SB (€97.500) Member SB (€66.000)</p> <p>Chair Audit Committee (€15.000) Member Audit Committee (€10.000)</p> <p>Chair NSR Committee (€11.000) Member NSR Committee (€7.400)</p>	<p>The last increase of the remuneration of the Supervisory Board members was in 2018 and was approved at the Annual General Meeting of Shareholders of May 28, 2018. The proposed adjustments in the remuneration levels of the Supervisory Board in the remuneration policy are directly related to the growth of the Company since 2018, the increased complexity, and the expansion of the activities of the Supervisory Board; and are supported by a benchmark that has been conducted by PWC. For a detailed explanation, please see the explanatory notes to the agenda, more specifically agenda item 10.</p>

<p>2. Introducing a travel allowance.</p>	<p>Actual travel expenses of the members of the Supervisory Board are reimburse.</p>	<p>Actual travel expenses of the members of the Supervisory Board are reimbursed and a travel allowance of €2,500 for continental travels (with a maximum of €10,000 per year) and €5,000 for intercontinental travels if operated for physical attendance at meetings (with a maximum of €20,000 per year).</p>	<p>The PWC benchmark shows a broader range of remuneration elements and packages for Supervisory Board members as common in the market. This includes travel allowances in addition to the annual compensation, committee fees and travel expenses.</p>
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