

## Senior executives 2021

	Remuneration	Taxable al- lowances	Provision fu- ture remu- neration	Total Remuneration	Remuneration Standard
	€	€	€	€	€
Dr. B. Leeftink, CEO PALLAS NRG	89.586	3.635	10.914	104.135	104.500
Dr. H.J. van der Lugt, Managing Director PALLAS	186.480	8.432	13.783	208.695	209.000
Drs. N. van Ginkel, CFO	187.920		10.031	197.951	209.000
G. Zalm, Chairman Supervisory Board	11.250			11.250	15.675
Drs. G. Winters, Member Supervisory Board	8.000			8.000	10.450
Prof. dr. W.C. Turkenburg, Member Supervisory Board	8.000			8.000	10.450
J.W.R. van Lunteren Msc., Member Supervisory Board	8.000			8.000	13.063
J.H. Egberts, Member Supervisory Board	8.000			8.000	10.450
Ir. P.E.M. Buck, Member Supervisory Board	8.000			8.000	10.450
Prof. dr. ir. A.H.M. Verkooijen	8.000			8.000	10.450
Mr. L. L. Pool, Member Supervisory Board	7.000			7.000	10.450
Ir. B.C. Fortyun, Member Supervisory Board	8.475			8.475	10.450
Dr. M.M.G. Pubben, Member Supervisory Board	8.000			8.000	10.450
<b>Total</b>	<b>546.711</b>	<b>12.067</b>	<b>34.728</b>	<b>593.506</b>	<b>634.838</b>

For Mr B. Leeftink, the PALLAS Foundation has charged a management fee to the NRG foundation in the amount of € 104.135 (2020 : € 89.586) (assuming 50% time spent at the NRG Foundation). The remuneration for all members of the Supervisory Board is equally divided between PALLAS and NRG in 2021. In the context of the personal union it is assumed that they divide their time equally between both entities.

## Senior executives 2020

	Remuneration	Taxable al- lowances	Provision fu- ture remu- neration	Total Remuneration	Remuneration Standard
	€	€	€	€	€
Dr. B. Leeftink, CEO	145.917		17.721	163.638	163.656
Dr. H.J. van der Lugt, Chairman Management Board	185.710		11.488	197.198	201.000
Drs. N. van Ginkel, CFO	128.790		6.349	135.139	150.750
G. Zalm, Chairman Supervisory Board	22.500			22.500	30.150
Prof. dr. J. Telgen, Member Supervisory Board	16.518			16.518	20.100
Prof. dr. W.C. Turkenburg, Member Supervisory Board	16.000			16.000	20.100
J.W.R. van Lunteren Msc., Chairman Supervisory Board/ Member Supervisory Board	18.450			18.450	25.125
J.H. Egberts, Member Supervisory Board	16.000			16.000	20.100
Ir. P.E.M. Buck, Member Supervisory Board	16.000			16.000	20.100
<b>Total</b>	<b>565.885</b>		<b>35.558</b>	<b>601.443</b>	<b>651.081</b>

## Senior executives with a remuneration below € 1700 (2021)

Dhr. H.S.A.G. Cuijpers, CEO NRG	01-01-2021 / 31-12-2021
Dhr. M.W.N. Smit, CFO NRG	01-01-2021 / 31-12-2021

## Senior executives with a remuneration below € 1700 (2020)

Dhr. H.S.A.G. Cuijpers, CEO NRG	01-04-2020 / 31-12-2020
Dhr. M.W.N. Smit, CFO NRG	01-04-2020 / 31-12-2020

As of April 1, 2020, The PALLAS foundation and Foundation NRG have formed a joint board (personele unie). On that date, Messrs. H. Cuijpers and M. Smit joined the Board of Directors PALLAS. Reference is made to the annual accounts of the NRG Foundation for an explanation of the remuneration of these members of the Board of Directors.