

Remuneration Board of Directors 2023

	B. Leeftink	H.J. van der Lugt	J.P. Dijk
amounts x € 1			
Position	CEO PALLAS & NRG	CRO PALLAS & NRG	Programme Director PALLAS
Start of position in 2023	1-1-2023	1-1-2023	1-1-2023
End of position in 2023	31-12-2023	31-12-2023	31-12-2023
Employment (as part-time factor in FTE)	0,5	1,0	1,0
Employed within company	no	yes	yes
Remuneration			
Remuneration plus taxable expense allowances	107.571	207.120	207.120
Remuneration payable in future		15.880	15.880
<i>Subtotal</i>	<i>107.571</i>	<i>223.000</i>	<i>223.000</i>
Individual maximum remuneration	111.500	223.000	223.000
-/- Unduly paid and not yet refunded amount	N/a	N/a	N/a
Remuneration	107.571	223.000	223.000
Amount and reason why the exceedance is allowed or not	N/a	N/a	N/a
Explanation of the claim for undue payment	N/a	N/a	N/a

Remuneration Board of Directors 2022

	B. Leeftink	H.J. van der Lugt	N. van Ginkel	J.P. Dijk
amounts x € 1				
Position	CEO PALLAS & NRG	CRO PALLAS & NRG	CFO PALLAS	Programme Director PALLAS
Start of position in 2022	1-1-2022	1-1-2022	1-1-2022	1-2-2022
End of position in 2022	31-12-2022	31-12-2022	30-9-2022	31-12-2022
Employment (as part-time factor in FTE)	1,0	1,0	1,0	1,0
Employed within company	yes	yes	yes	yes
Remuneration				
Remuneration plus taxable expense allowances	197.551	201.874	153.149	182.030
Remuneration payable in future 1)	0	14.126	7.709	11.561
<i>Subtotal</i>	<i>197.551</i>	<i>216.000</i>	<i>160.858</i>	<i>193.591</i>
Individual maximum remuneration	216.000	216.000	161.556	197.655
-/- Unduly paid and not yet refunded amount	N/a	N/a	N/a	N/a
Remuneration	197.551	216.000	160.858	193.591
Amount and reason why the exceedance is allowed or not	N/a	N/a	N/a	N/a
Explanation of the claim for undue payment	N/a	N/a	N/a	N/a

- 1) The pension payments of Mr. Leeftink amounting € 23.695 were not paid by Pallas, but by another entity. According to the WNT law, these pension payments are therefore not part of the remuneration that should be reported by Pallas.

Remuneration Board of Supervisors 2023

	G. Zalm	J.W.R. van Lunteren	J.W.R. van Lunteren	P.E.M. Buck	A.H.M. Verkooijen
amounts x € 1					
Position	Chairman Board of Supervisors	Chairman Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors
Start of job performance in 2023	1-1-2023	24-9-2023	1-1-2023	1-1-2023	1-1-2023
End of job performance in 2023	24-9-2023	31-12-2023	23-9-2023	31-12-2023	31-12-2023
Remuneration					
Total remuneration	10.125	3.375	7.200	9.600	9.600
Individual maximum remuneration	24.469	9.073	16.252	22.300	22.300
-/- Unduly paid and not yet refunded amount	N/a	N/a	N/a	N/a	N/a
Remuneration	10.125	3.375	7.200	9.600	9.600
Reason why the exceedance is allowed or not	N/a	N/a	N/a	N/a	N/a
Explanation of the claim for undue payment	N/a	N/a	N/a	N/a	N/a

	M.M.G. Pubben	K. Smit	G. Winters	J.H. Egberts
amounts x € 1				
Position	Member Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors
Start of job performance in 2023	1-1-2023	1-1-2023	1-1-2023	1-1-2023
End of job performance in 2023	31-12-2023	31-12-2023	31-12-2023	31-12-2023
Remuneration				
Total remuneration	9.600	9.600	9.600	9.600
Individual maximum remuneration	22.300	22.300	22.300	22.300
-/- Unduly paid and not yet refunded amount	N/a	N/a	N/a	N/a
Remuneration	9.600	9.600	9.600	9.600
Reason why the exceedance is allowed or not	N/a	N/a	N/a	N/a
Explanation of the claim for undue payment	N/a	N/a	N/a	N/a

Remuneration Board of Supervisors 2022

	G. Zalm	J.W.R. van Lunteren	J.H. Egberts	P.E.M. Buck	A.H.M. Verkooijen
amounts x € 1					
Position	Chairman Board of Supervisors	Vice-chairman Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors
Start of job performance in 2022	1-1-2022	1-1-2022	1-1-2022	1-1-2022	1-1-2022
End of job performance in 2022	31-12-2022	31-12-2022	31-12-2022	31-12-2022	31-12-2022
Remuneration					
Total remuneration	11.250	16.000	11.378	8.000	8.000
Individual maximum remuneration	32.400	21.600	21.600	21.600	21.600
-/- Unduly paid and not yet refunded amount	N/a	N/a	N/a	N/a	N/a
Remuneration	11.250	16.000	11.378	8.000	8.000
Reason why the exceedance is allowed or not	N/a	N/a	N/a	N/a	N/a
Explanation of the claim for undue payment	N/a	N/a	N/a	N/a	N/a

	M.M.G. Pubben	K. Smit	G. Winters	W.C. Turkenburg	B.C. Fortuyn
amounts x € 1					
Position	Member Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors
Start of job performance in 2022	1-1-2022	30-4-2022	1-1-2022	1-1-2022	1-1-2022
End of job performance in 2022	31-12-2022	31-12-2022	31-12-2022	16-12-2022	31-3-2022
Remuneration					
Total remuneration	8.000	6.533	8.000	8.000	2.000
Individual maximum remuneration	21.600	14.558	21.600	20.712	5.326
-/- Unduly paid and not yet refunded amount	N/a	N/a	N/a	N/a	N/a
Remuneration	8.000	6.533	8.000	8.000	2.000
Reason why the exceedance is allowed or not	N/a	N/a	N/a	N/a	N/a
Explanation of the claim for undue payment	N/a	N/a	N/a	N/a	N/a

Top executives with a total remuneration of €1,900 or less 2023

Name top executive	Position	Remuneration
M.W.N. Smit	CFO PALLAS & NRG	0
J.F. Offerein	Directeur Operations NRG	0
V.T. Ramnandanlal	Directeur Commerce NRG	0