

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 Directors 2021

	B. Leef tink	H.J. van der Lugt	N. van Ginkel
amounts x € 1			
Position	CEO PALLAS & NRG	Managing Director PALLAS	CFO PALLAS
Start of position in 2021	1-1-2021	1-1-2021	1-1-2021
End of position in 2021	31-12-2021	31-12-2021	31-12-2021
Employment (as part-time factor in FTE)	1,0	1,0	1,0
Employed within company	ja	ja	ja
Remuneration			
Remuneration plus taxable expense allowances	186.442	195.217	187.440
Remuneration payable in future 2)	0	13.783	10.030
<i>Subtotal</i>	<i>186.442</i>	<i>209.000</i>	<i>197.470</i>
Individual maximum remuneration	209.000	209.000	209.000
-/- Unduly paid and not yet refunded amount	N/a	N/a	N/a
Remuneration 1)	186.442	209.000	197.470
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

- 1) Compared with the financial statements for the year 2021 the following adjustments have been made:
- remuneration of B. Leef tink has been adjusted by € 82.307 as the charge of management fee to the NRG foundation should not have been included, and the pension payments made by the other employer should also not have been included; the adjustment didn't result in an undue payment.
 - remuneration of H.J. van der Lugt has been adjusted by € 305 as a result of recalculation of taxable allowance. The adjustment of the remuneration of Dhr van der Lugt resulted in an undue payment, which has been repaid including interest before preparation of the financial statements.
 - remuneration of N. van Ginkel has been adjusted by -€ 481 due to calculation / payment of holiday allowance. The adjustment didn't result in an undue payment.
- 2) The pension payments of Mr. Leef tink amounting € 23.253 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 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 position in 2022	1-1-2022	1-1-2022	1-1-2022	1-1-2022	1-1-2022
End of position 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 position in 2022	1-1-2022	30-4-2022	1-1-2022	1-1-2022	1-1-2022
End of position 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
Bezoldiging	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

Remuneration Board of Supervisors 2021

	G. Zalm	J.W.R. van Lunteren	J.H. Egberts	P.E.M. Buck	A.H.M. Verkooijen
amounts x € 1					
Function	Chairman Board of Supervisors	Vice-chairman Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors
Start of position in 2021	1-1-2021	1-1-2021	1-1-2021	1-1-2021	1-1-2021
End of position in 2021	31-12-2021	31-12-2021	31-12-2021	31-12-2021	31-12-2021
Remuneration					
Total remuneration	11.250	16.000	8.000	8.000	8.000
Individual maximum remuneration	31.350	20.900	20.900	20.900	20.900
-/- Unduly paid and not yet refunded amount	N/a	N/a	N/a	N/a	N/a
Bezoldiging	11.250	16.000	8.000	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	G. Winters	W.C. Turkenburg	B.C. Fortuyn
amounts x € 1				
Function	Member Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors	Member Board of Supervisors
Start of position in 2021	1-1-2021	1-1-2021	1-1-2021	1-1-2021
End of position in 2021	31-12-2021	31-12-2021	31-12-2021	31-12-2021
Remuneration				
Total remuneration	8.000	8.000	8.000	8.475
Individual maximum remuneration	20.900	20.900	20.900	20.900
-/- Unduly paid and not yet refunded amount	N/a	N/a	N/a	N/a
Bezoldiging	8.000	8.000	8.000	8.475
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

Compared with the financial statements for the year 2021 the following adjustments have been made:

- remuneration of J.W.R. van Lunteren has been adjusted by € 8.000 as the charge of fee to the NRG foundation should not have been included. The adjustment didn't result in an undue payment.

Top executives with a total remuneration of €1,800 or less 2022

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

Payments due to termination of the employment contract 2022

amounts x € 1	N. van Ginkel
Position information	
Position upon termination of employment	CFO PALLAS
Employment (as part-time factor in FTE)	1,0
Year in which employment ended	2022
Payments due to termination of the employment	
Agreed benefits due to termination of employment	75.000
Individual maximum remuneration	75.000
Total remuneration due to termination of employment	75.000
<i>Of which paid in 2022</i>	<i>75.000</i>
Unduly paid and not yet refunded amount	N/a
Reason why the exceedance is allowed or not	N/a
Explanation of the claim for undue payment	N/a