

## **Summary of the main elements of the contract of Mr. De Vries as of appointment**

The contract of Mr. De Vries has been concluded in accordance with the Company's remuneration policy as well as applicable Netherlands law and the Dutch Corporate Governance Code.

The main elements are:

### **Base salary**

EUR 640,000 p.a.

### **Post-contract benefits**

Contributions towards pension and similar retirement benefits, depending on age in line with the other members of the Board of Management.

### **Performance related short and long term incentives**

Per the company's remuneration policy.

### **Severance**

In case of termination, a severance payment equal to one year fixed base salary.

### **Share ownership and matching**

Per the Company's regulations and remuneration policy.

### **Compensation for loss of entitlements**

Mr. De Vries will be awarded an additional grant of 3,600 performance shares under the 2018 performance share plan for loss of entitlements relating to his previous employment.