

Summary of the main elements of the contract of Mr. M.J. de Vries as of January 1, 2026

The contract of Mr. De Vries has been concluded in accordance with the Company's Remuneration Policy for the Board of Management ("the Remuneration Policy"), as well as Dutch law and the principles and best practices of the Dutch Corporate Governance Code and the revised EU Directive to encourage long-term shareholder engagement (SRD II).

The main elements are:

Base salary

EUR 830,000 per annum.

Performance related short- and long-term incentives

Per the Company's Remuneration Policy. In the event of, a dismissal by the general meeting of shareholders of the Company, a termination by mutual consent or a voluntary leave, in all cases: other than for urgent cause or serious culpable acts or omissions, Mr. De Vries' entitlement for the performance related short- and long-term incentives will be calculated in proportion to the duration of active service. Entitlement for the performance related long-term incentives may be amended as foreseen in the Axalta merger agreement.

Retention payment

Per the supplement to the Remuneration Policy.

Post-contract benefits

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

Severance

In line with the Dutch Corporate Governance Code: there will be no severance payment in case of dismissal or termination for urgent cause or leave at the initiative of Mr. De Vries. In all other cases, including at the end of the contract without Mr. De Vries being reappointed, the severance payment will not exceed a sum equivalent to one-time annual base salary.

Share ownership and matching

Per the Company's regulations and Remuneration Policy.