

Summary of the main elements of the contract of Mr. T.F.J. Vanlancker as of January 1, 2021

The contract of Mr. Vanlancker has been concluded in accordance with the company's 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

€1,150,000 per annum.

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 line with the Dutch Corporate Governance Code: in case of termination other than for urgent cause 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.

Additional restricted share grant 2021

The Supervisory Board exercised its discretion as a temporary derogation from the current Remuneration Policy for the Board of Management to support a special share grant to offset the loss Mr. Vanlancker would otherwise incur from the pro-rata vesting of shares for a 2-year re-appointment.