

Remuneration report over 2019

De remuneration report over 2019 concerns the basic salary amount, the amount of the variable remuneration component, the severance scheme included in the employment agreement, pension agreements and performance criteria.

Remuneration report 2019	
Name:	Ruud Sondag
Position:	Chairman of the Management Board
Term of employment agreement:	Definite period of four years (starting 25-5-2018)
Term of appointment (statutory):	Four years (starting 25-5-2018)
Basic salary per month 2017:	n/a
Basic salary per month 2018:	€ 40,018
Basic salary per month 2019:	€ 40,018
Basic annual salary 2017:	n/a
Basic annual salary 2018:	€ 312,296
Basic annual salary 2019:	€ 518,635
Variable remuneration over 2016 paid out in 2017:	n/a
Variable remuneration over 2017 paid out in 2018:	n/a
Anticipated variable remuneration over 2018 paid out in 2019:	n/a
Variable remuneration over 2018 paid out in 2019:	n/a
Anticipated variable remuneration over 2019 to be paid out in 2020:	n/a
Performance criteria 2019:	n/a
Pension agreements:	Regular ABP pension scheme & compensation over € 100.000
Pension costs 2017:	n/a
Pension costs 2018:	€ 20,382 (employer's contribution) € 36,107 (compensation)
Pension costs 2019:	€ 31,958 (employer's contribution) € 59,604 (compensation)
Severance scheme:	Yes, the value of the benefits is fixed at one and a half times the actual final annual salary plus holiday allowance, up to a maximum of the value of the salary plus the holiday allowance in the period from the end date until the date that the employment contract would end by operation of law.

* the fixed salary per year consists of: the salary actually paid out, including holiday allowance accumulated in that year.

Remuneration report 2019	
Name:	Kees-Jan Rameau
Position:	Member of the Management Board
Term of employment agreement:	Indefinite period
Term of appointment (statutory):	4 years (as of 1-4-2008) Reappointed 1-1-2011 to 1-1-2015 Reappointed 1-1-2015 to 1-1-2019 At the moment of unbundling appointed until 1-2-2021
Basic salary per month 2017:	€ 29,692 (1-4-2017)
Basic salary per month 2018:	€ 29,692 (1-4-2018)
Basic salary per month 2019:	€ 29,692 (1-4-2019)
Basic annual salary 2017:	€ 383,858
Basic annual salary 2018:	€ 384,810
Basic annual salary 2019:	€ 384,810
Variable remuneration over 2016 paid out in 2017:	€ 64,303
Variable remuneration over 2017 paid out in 2018:	€ 57,962
Anticipated variable remuneration over 2018 paid out in 2019:	€ 84,658
Variable remuneration over 2018 paid out in 2019:	€ 84,658
Anticipated variable remuneration over 2019 to be paid out in 2020:	€ 84,658
Performance criteria 2019:	1. Financial result (EBITDA) 2. Successful privatisation process 3. Strategy, growth and acquisitions 4. Sustainability
Pension agreements:	Regular ABP pension scheme & compensation over € 100.000
Pension costs 2017:	€ 25,523 (employer's contribution) € 40,260 (compensation)
Pension costs 2018:	€ 27,180 (employer's contribution) € 40,560 (compensation)
Pension costs 2019:	€ 27,627 (employer's contribution) € 40,200 (compensation)
Severance scheme:	Fixed at one annual salary

* the fixed salary per year consists of: the salary actually paid out, including holiday allowance accumulated in that year.

Remuneration report 2019	
Name:	Guido Dubbeld
Position:	Member of the Management Board
Term of employment agreement:	Indefinite period
Term of appointment (statutory):	4 years (from 1-4-2011 to 1-4-2015) Reappointed 1-4-2015 to 1-4-2019 At the moment of unbundling appointed until 1-2-2021
Basic salary per month 2017:	€ 29,692 (1-4-2017)
Basic salary per month 2018:	€ 29,692 (1-4-2018)
Basic salary per month 2019:	€ 29,692 (1-4-2019)
Basic annual salary 2017:	€ 383,858
Basic annual salary 2018:	€ 384,810
Basic annual salary 2019:	€ 384,810
Variable remuneration over 2016 paid out in 2017:	€ 52,955
Variable remuneration over 2017 paid out in 2018:	€ 45,679
Anticipated variable remuneration over 2018 paid out in 2019:	€ 67,342
Variable remuneration over 2018 paid out in 2019:	€ 67,342
Anticipated variable remuneration over 2019 to be paid out in 2020:	€ 100,051
Performance criteria 2019:	1. Financial result (EBITDA) 2. Successful privatisation process 3. In control 4. Sustainability
Pension agreements:	Regular ABP pension scheme & compensation over € 100.000
Pension costs 2017:	€ 25,523 (employer's contribution) € 40,260 (compensation)
Pension costs 2018:	€ 27,180 (employer's contribution) € 40,560 (compensation)
Pension costs 2019:	€ 27,627 (employer's contribution) € 40,200 (compensation)
Severance scheme:	Fixed at one annual salary

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Remuneration report 2019	
Name:	Frans van de Noort
Position:	Member of the Management Board
Term of employment agreement:	Indefinite period
Term of appointment (statutory):	4 years (at the moment of unbundling)
Basic salary per month 2017:	€ 23,534 (1-4-2017)
Basic salary per month 2018:	€ 24,329 (1-4-2018)
Basic salary per month 2019:	€ 25,123 (1-4-2019)
Basic annual salary 2017) ¹ :	€ 279,583
Basic annual salary 2018:	€ 312,725
Basic annual salary 2019:	€ 323,025
Variable remuneration over 2016 paid out in 2017:	n/a
Variable remuneration over 2017 paid out in 2018:	€ 44,454
Anticipated variable remuneration over 2018 paid out in 2019:	€ 79,964
Variable remuneration over 2018 paid out in 2019:	€ 79,964
Anticipated variable remuneration over 2019 to be paid out in 2020:	€ 77,526
Performance criteria 2019:	1. Financial result (EBITDA) 2. Successful privatisation process 3. Restructuring 4. Sustainability
Pension agreements:	Regular ABP pension scheme & compensation over € 100.000
Pension costs 2017:	€ 20,440 (employer's contribution) € 26,807 (compensation)
Pension costs 2018:	€ 24,485 (employer's contribution) € 28,992 (compensation)
Pension costs 2019:	€ 25,576 (employer's contribution) € 30,120 (compensation)
Severance scheme:	Fixed at one annual salary

¹ Mr Van de Noort was appointed as member of the Management Board at the moment of unbundling. This is why this basic annual salary only relates to the period 1 February 2017 to 31 December 2017.

* the fixed salary per year consists of: the salary actually paid out, including holiday allowance accumulated in that year.