

Senior executives

2020

| Name | Remuneration | Taxable allowances | Provision future remuneration | Total remuneration | Remuneration Standard | Duration and extent employment |
|---|--------------|--------------------|-------------------------------|--------------------|-----------------------|--------------------------------|
| | € | € | € | | | |
| Dr. H.J. van der Lugt, Chairman Management Board | 185,710 | - | 11,488 | 197,198 | 201,000 | 366 days 1 FTE |
| G. Zalm, Chairman Supervisory Board | 22,500 | - | - | 22,500 | 30,150 | 366 days 1 FTE |
| Prof. dr. J. Telgen, Member Supervisory Board | 16,518 | - | - | 16,518 | 20,100 | 366 days 1 FTE |
| Prof. dr. W.C. Turkenburg, Member Supervisory Board | 16,000 | - | - | 16,000 | 20,100 | 366 days 1 FTE |
| J.W.R. van Lunteren Msc., Chairman Supervisory Board / Member Supervisory Board | 18,450 | - | - | 18,450 | 25,125 | 366 days 1 FTE |
| J.H. Egberts, Member Supervisory Board | 16,000 | - | - | 16,000 | 20,100 | 366 days 1 FTE |
| Ir. P.E.M. Buck, Member Supervisory Board | 16,000 | - | - | 16,000 | 20,100 | 366 days 1 FTE |
| DR. B. Leefink, CEO | 145,917 | - | 17,721 | 163,638 | 163,656 | 298 days 0,81 FTE |
| Drs. N. van Ginkel, CFO | 128,790 | - | 6,349 | 135,139 | 150,750 | 275 days 0,75 FTE |

| 2019 Name | Remunera- tion | Taxable al- lowances | Provision fu- ture remu- neration | Total remunera- tion | Remunera- tion Standard | Duration and extent em- ployment |
|--|-------------------|-------------------------|---|----------------------------|----------------------------|--|
| | € | € | € | | | |
| Dr. H.J. van der Lugt, Chairman Management Board | 165.004 | 8.432 | 11.229 | 184665 | 194000 | 365 days 1 FTE |
| Drs. J.W.R. van Lunteren, Chairman Supervisory Board | 21.000 | - | - | 21000 | 24250 | 365 days 1 FTE |
| Prof. dr. J. Telgen, Member Supervisory Board | 16.000 | - | - | 16000 | 19400 | 365 days 1 FTE |
| Prof. dr. W.C. Turkenburg, Member Supervisory Board | 16.000 | - | - | 16000 | 19400 | 365 days 1 FTE |
| Drs. M.C. van der Harst, Member Supervisory Board | 4.333 | - | - | 4333 | 6467 | 121 days 0,33 FTE |
| J.H. Egberts, Member Supervisory Board | 10.667 | - | - | 10667 | 12933 | 244 days 0,67 FTE |
| Ir. P.E.M. Buck, Member Supervisory Board | 6.667 | - | - | 6667 | 8083 | 152 days 0,42 FTE |
| | - | - | - | - | | |
| | - | - | - | - | | |

During 2019 the composition of the Supervisory Board changed. At 1 April 2019 Mich van der Harst retired from the Supervisory Board. He has served for over 5 years and expressed the wish to devote all his time to his family. From 1 May 2019 Mr. J.H. Egberts brought his M&A and pharmaceutical know-how to the Supervisory Board, while as from 1 August 2019 Mr. P.E.M. Buck brought his extensive project knowledge to the table.

*) As of 1/4/2020, a personal union has been formed between the Supervisory Board and the Boards of the Pallas Foundation and the NRG Foundation. Except mr. Zalm, have also joined the Supervisory Board of PALLAS; Mrs. Mr. L.L. Pool, Mr. Ir. B.C. Fortuyn, Mr. Prof. Dr. Ir. A.H.M. Verkooijen, Mr. Drs. G. Winters and Mrs. Dr. M.M.G. Pubben. For the justification of the remuneration of these Supervisory Board members, reference is made to the annual accounts of Stichting NRG, since these members are remunerated from Stichting NRG. PALLAS has charged for Mr. Dr. G. Zalm a management fee to Stichting NRG of 11,250 (50% of his fee, based on 0.5 FTE)

1) As of 1/4/2020, a personal union has been formed between the Supervisory Board and the Directors of the Pallas Reactor Preparation Foundation and the NRG Foundation. Messrs H. Cuijpers and M. Smit joined the management of PALLAS on 01/04/2020. For an explanation of the remuneration of these board members, reference is made to the annual accounts of Stichting NRG. For Mr. B. Leeftink has been charged a management fee of 89,586 by the Pallas Reactor Preparation Foundation to the NRG Foundation, based on 0.5 FTE.