

## **Remuneration Policy Supervisory Board 2026**

*Effective as of April 1, 2026 (subject to AGM approval)*

### **Introduction**

This remuneration policy for the Supervisory Board (“Remuneration Policy”) of Holland Colours N.V. (“Holland Colours” or the “Company”) is submitted to the Annual General Meeting of Shareholders (“AGM”) for adoption. If adopted, the Remuneration Policy will apply by April 1, 2026, and will remain in effect for a four-year period. After this four-year period, or in case of material changes during this four-year period, a proposal to amend the Supervisory Board remuneration will be submitted for renewed shareholder adoption.

This Remuneration Policy is prepared in accordance with the Dutch Act implementing the revised Shareholders Rights Directive, which requires listed companies to establish a dedicated remuneration policy for the Supervisory Board. The Remuneration Policy considers all applicable regulations, such as, but not limited to, the Dutch Civil Code, the Company’s Articles of Association and the regulations of the Supervisory Board, as applicable from time to time.

### **Remuneration objectives**

The primary objective of the Remuneration Policy is to attract, motivate, and retain qualified Supervisory Board members enhancing strategic oversight, governance, and overall performance at Holland Colours. This Remuneration Policy also aims to ensure that the remuneration of Supervisory Board members supports an adequate, independent, and diligent performance of their duties. The remuneration is not dependent on the results of Holland Colours, and reflects the members’ time, expertise, and responsibilities associated with the Supervisory Board role.

Holland Colours is a listed company with a relatively small market capitalization, and the remuneration structure is aligned with best practices of comparable Dutch listed companies.

### **Market competitiveness and benchmarking**

Holland Colours regularly reviews Supervisory Board remuneration by benchmarking against comparable Dutch listed companies in terms of scale, revenue, and industry (“External Reference Group”), ensuring compensation remains appropriate and adjusted when necessary.



The composition of the External Reference Group is guided by the following criteria:

- *Geography*: The Netherlands
- *Governance*: Euronext-listed
- *Sector*: all sectors, excluding financials & real estate

In 2025, the composition of the External Reference Group was as follows:

Fastned N.V.	Envipco Holding N.V.	CTAC N.V.	CM.com N.V.
Nedap N.V.	Hydratec Industries N.V.	Kendrion N.V.	Sif Holding N.V.
Alfen N.V.			

This group reflects comparable Dutch listed companies and ensures a relevant benchmark for evaluating Supervisory Board remuneration levels. The intention is to keep the composition of the External Reference Group as stable as possible during the duration of this Remuneration Policy. Adjustment of the composition during the four-year period will only occur in case of significant changes in ownership structure, business profile of the Company and/or peer companies.

The Supervisory Board aims to position remuneration levels at the median market level of this External Reference Group.

Benchmark results, based on actual data collected as of December 2025, indicate that Supervisory Board remuneration at companies of comparable size, such as Fastned, Envipco, and CTAC, is aligned with that of Holland Colours. Companies in the External Reference Group that are roughly twice the size of Holland Colours typically offer Supervisory Board remuneration that is 10–30% higher.

## Remuneration elements

### Fixed fees

Supervisory Board remuneration consists solely of fixed remuneration per financial year:

- *Chair*: €55,000
- *Members*: €39,000

The Company does not provide variable or performance-related remuneration, pension contributions, awards of shares, or options on shares. Furthermore, Holland Colours does not provide any personal loans, guarantees, or advance payments to members of the Supervisory Board.

Members of the Supervisory Board are not entitled to any benefits upon the termination of their appointment. No claw-back, severance, or change of control arrangements are in place for members of the Supervisory Board.

### **Indexation**

From 1 April 2027 an annual adjustment of Supervisory Board remuneration will apply. This will be based on the collective compensation awarded in the same period to the employees of Holland Colours in the Netherlands.

### **Expense Reimbursement**

Reimbursement of reasonable and documented expenses is made in accordance with the Company's declaration policy for the Supervisory Board.

In line with market practice, the Company maintains Directors & Officers (D&O) liability insurance for all Supervisory Board members.

## **Governance**

### **Appointment and reappointment terms**

The members of the Supervisory Board are appointed for a period of four years, which term is renewable once, with optional additional two-year extensions, subject to the approval of the AGM.

### **Resignation and rotation**

Supervisory Board members resign according to a rotation schedule adopted by the Supervisory Board from time to time.

No severance, notice period, or termination fee applies.