

Remuneration policy Supervisory Board

The Dutch Act implementing the revised Shareholders Directive also includes a requirement to establish a remuneration policy for the Supervisory Board. The remuneration of the members of the Supervisory Board encourages an adequate performance in this position and is not dependent on Holland Colours' results. The remuneration reflects the time spent and the responsibilities relating to their position. A remuneration benchmark is evaluated on a regular basis to establish whether the remuneration of the members of the Supervisory Board is still appropriate or requires adjustment. The remuneration provides only fixed cash compensation, which means that no variable or performance related compensation nor pension contributions are provided and does not include the award of shares or options on shares. Holland Colours does not provide any personal loans, guarantees or advance payments to members of the Supervisory Board.

The remuneration of the Supervisory Board is per April 1, 2022 as follows: a fixed remuneration per financial year of € 45,000 for the chairman and € 32,000 for each other member of the Supervisory Board. These remunerations are not subject to general adjustment for inflation. The members of the Supervisory Board are appointed for a period of 4 years, which term can be prolonged with an additional term of 4 years, subject to the approval of the General Meeting of Shareholders. The Supervisory Board proposes that the General Meeting of Shareholders adopts the remuneration of the Supervisory Board in accordance with this proposal. If there will be any changes to the compensation of the Supervisory Board this will be proposed to and therefore subject to the approval of the Annual General Meeting of Shareholders.