

## Determination of the remuneration of Supervisory Board members for 2021, as set out in the agenda, item d.2.

Motion proposed by the Supervisory Board:

	2021	2020
Remuneration, Supervisory Board:		
Supervisory Board, chairman	1,000,000	1,000,000
Supervisory Board, deputy chairman	600,000	600,000
Supervisory Board, ordinary member	350,000	350,000
Remuneration, committees:		
Audit and Risk Committee, chairman	180,000	180,000
Audit and Risk Committee, member	120,000	120,000
Other committees, chairman	120,000	120,000
Other committees, member	90,000	90,000