

## Remuneration of the Supervisory Board

The table below shows the gross amounts of Supervisory Board fees each Supervisory Board member received in 2019, resulting in a total cost to the company of EUR 0.50 million, as compared to EUR 0.45 million in 2018. The increase in costs was due to changes in the composition of the Board.

In addition to the remuneration as stated in the table below, the company reimbursed Supervisory Board members living outside the Netherlands for actual travel expenses made. Supervisory Board members did not receive any other fixed allowances or performance-related incentives (neither in cash nor in shares), nor any other remuneration, such in accordance with the policy.

### 2019 Supervisory Board remuneration

| In EUR thousands  | Supervisory Board | Audit Committee | Selection and Appointment Committee | Remuneration Committee | Total 2019   | Total 2018   |
|---|-------------------|-----------------|-------------------------------------|------------------------|--------------|--------------|
| B.J. Noteboom (Chairman)                                    | 97.5              | n/a             | 7.0                                 | 7.0                    | 111.5        | 111.5        |
| M.F. Groot (Vice-Chairman)                                  | 65.0              | 8.5             | 5.0                                 | n/a                    | 78.5         | 78.5         |
| L.J.I. Foufopoulos – De Ridder (member as of 18 April 2018) | 65.0              | 8.5             | n/a                                 | 7.0                    | 80.5         | 56.5         |
| N. Giadrossi (member as of 17 April 2019)                   | 65.0              | 8.5             | n/a                                 | n/a                    | 73.5         | 21.67        |
| B. van der Veer (member as of 18 April 2018)                | 65.0              | 15.0            | n/a                                 | n/a                    | 80.0         | 78.0         |
| R.G.M. Zwitterloot (member)                                 | 65.0              | n/a             | n/a                                 | 10.0                   | 75.0         | 75.0         |
| F.J.G.M. Cremers (member until 18 April 2018)               | n/a               | n/a             | n/a                                 | n/a                    | n/a          | 23.9         |
| C.J. van den Driest (member until 18 April 2018)            | n/a               | n/a             | n/a                                 | n/a                    | n/a          | 20.9         |
| H.B.B. Sørensen (member until 16 February 2018)             | n/a               | n/a             | n/a                                 | n/a                    | n/a          | 9.5          |
| <b>Total</b>  | <b>422.5</b>      | <b>40.5</b>     | <b>12.0</b>                         | <b>24.0</b>            | <b>499.0</b> | <b>453.8</b> |

Vopak did not provide any personal loans, advances or guarantees to Supervisory Board members.

No Supervisory Board members held any Vopak shares at year-end 2019, except for Ben Noteboom, who held 3,500 shares (2018: 3,500).

For further details, reference is made to [note 7.3](#) of the Consolidated Financial Statements.