

Our Supervisory Board has appointed from among its members an Audit Committee and a Remuneration and Nominating Committee.

The Audit Committee makes recommendations to the Supervisory Board regarding audit, financial and related issues. The supervision of the Audit Committee includes, but is not limited to, the following activities of the Board of Management:

- the operation of our internal risk management and control systems, including supervision of the enforcement of the relevant legislation and regulations, and supervising the operation of codes of conduct;
- the provision of our financial information (choice of accounting policies, application and assessment of the effects of new rules, information about the handling of estimated items in the annual accounts, forecasts, work of internal and external auditors, etc.);
- our compliance with recommendations and observations of internal and external auditors;
- the role and functioning of our internal audit department;
- our policy on tax planning;
- our relations with the external auditor, including in particular such auditor's independence, remuneration and any non-audit services;
- our financing; and
- application of information and communication technology.

Furthermore, the Audit Committee shall act as the principal contact for the external auditor if it discovers irregularities in the contents of the financial reports and meet with the external auditor as often as it considers necessary, but at least once a year, without members of our Board of Management being present. The Remuneration and Nominating Committee makes recommendations to the Supervisory Board on salaries and incentive compensation for our employees, including the Board of Management, as well as on remuneration of the individual members of the Board of Management and the Supervisory Board. The tasks of the Remuneration and Nominating Committee include, but are not limited to:

- drawing up selection criteria and appointment procedures for members of our Board of Management and our Supervisory Board;
- periodically assessing the size and composition of our Board of Management and our Supervisory Board, and making a proposal for a composition profile of the Supervisory Board;
- the functioning of individual members of our Board of Management and our Supervisory Board, and reporting on this to the Supervisory Board;
- making proposals for appointments and reappointments; and
- supervising the policy of our Board of Management on the selection criteria and appointment procedures for our Senior Management.

| | Audit Committee | Remuneration & Nominating Committee |
|---------------------|-----------------|-------------------------------------|
| Ferdinand Verdonck | Chair | Acting chair |
| Phillipe van Holle | Member | |
| Sander van Deventer | Member | |
| Francois Meyer | | Member |
| Joseph Feczko | | Member |