

in €	Annual fixed fee	Committee fee	Other costs	Total	Total
				2015	2014
Rob Routs, Chairman	70,000	12,500	1,250	83,750	86,750
- Chairman Nomination Committee					
- Member Remuneration Committee					
Ewald Kist, Deputy Chairman	50,000	12,500	2,454	64,954	68,651
- Chairman Remuneration Committee					
- Member Nomination Committee					
Victoria Haynes	50,000	10,000	19,250	79,250	76,250
- Member Audit Committee					
Pierre Hochuli	50,000	15,000	1,250	66,250	69,250
- Member Audit Committee					
- Member CSR Committee					
Eileen Kennedy	50,000	5,000	19,250	74,250	71,250
- Member CSR Committee					
Pauline van der Meer Mohr	50,000	12,500	2,454	64,954	68,651
- Chairman CSR Committee					
- Member Nomination Committee					
Tom de Swaan	50,000	17,500	2,454	69,954	73,651
- Chairman Audit Committee					
- Member Remuneration Committee					
Total	370,000	85,000	48,362	503,362	514,453
Total 2014	370,000	85,000	59,453	514,453	