

## **Remuneration report 2016**

### **The Executive Board**

The Supervisory Board has determined the compensation of the Executive Board over 2016 in line with the remuneration policy that was adopted by the General Meeting on 23 May 2012. Information on the actual remuneration of the Executive Board is also included on the pages 101 to 103 of the Annual Report 2016 of ICT.

### **The Supervisory Board**

The remuneration of the members of the Supervisory Board over 2016 is not linked to the results of ICT. The General Meeting is responsible for determining the compensation of the members of the Supervisory Board. None of the members holds ICT shares or options. The Supervisory Board's actual compensation can be found on the pages 101 to 103 of the Annual Report 2016 of ICT.