



**ICHOS B.V.**

Located Alkmaar

QUARTERLY REPORT 1 July 2025 until 31 March 2026

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To the Board of Directors of  
ICHOS B.V.  
Comeniusstraat 4 -F  
1817 MS Alkmaar

Zaandam, 6 May 2026

Dear management,

## **INTRODUCTION**

The opinion is included in the section general. It concerns the independent auditors' clearance report.

## **INDEPENDENT AUDITOR'S CLEARANCE REPORT**

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## **COMPONENT AUDITOR CLEARANCE**

To: **Leandro Justo (Audit Partner – Russell Bedford), Buenos Aires (Argentina)**

### **Review Clearance Memorandum on *ICHOS B.V.* (the "Entity")**

Reporting Package as of and for the nine-month period ended March 31, 2026

#### **Introduction**

We have reviewed the accompanying reporting package of the Entity prepared solely for the purpose of inclusion in the consolidated interim financial statements of INVAP S.A.U. The reporting package, dated March 31, 2026, shows a net profit of € 2.203.079, total assets of € 49.137.095, and total equity of € 2.204.079 and was sent to you, signed, for identification purposes only.

Management is responsible for the preparation of the reporting package, including the account balances and related disclosures specified above, in accordance with the recognition and measurement criteria of local GAAP and any reconciliation item between IFRS Reporting Package and local financial statements which is detailed in Appendix J.1, the accounting policies of the Group, and presentation requirements of the Group as contained in the reporting package.

Our responsibility is to issue a report on the reporting package based on our review.

#### **Scope of Review**

We conducted our review in accordance with the Group referral instructions issued by you and in accordance with International Standard on Review Engagements 2410 and the additional procedures outlined by you in your Group Referral Instructions that you have informed us will ensure compliance.

We have complied with the requirements of the Code of Ethics for Professional Accountants issued by the International Federation of Accountants, including the independence requirements, national ethical requirements applicable to the procedures performed on the Global's financial statements, and the quality control policies and procedures as defined in your Group referral instructions. In particular, and with respect to INVAP S.A.U. and the other components in the Group, we are independent within the meaning of Independence requirements as set forth in the Group referral instructions.

We have communicated all matters of significance to you in the communications you requested in your Group referral instructions.

#### **Emphasis of uncertainty with respect to implementation of contractual mechanisms**

We draw attention to note 11 to the reporting pages dated March 31st, 2026 which describes the uncertainty related to the implementation of the incentive mechanism with the client of the entity and its subcontractors. Our conclusion is not modified in respect of this matter.

#### **Conclusion**

Based on our review, nothing has come to our attention that causes us to believe that the reporting package of the Entity has not been prepared, in all material respects in accordance with the recognition and measurement criteria of local GAAP and any reconciliation item between IFRS Reporting Package and local financial statements which is detailed in Appendix J.1/ International Financial Reporting Standards (IFRS) applicable to the interim financial reporting (IAS 34), the



accounting policies of the Group and the additional requirements outlined by you in your Group Audit Instructions and the disclosure and presentation requirements of the Group as contained in the reporting package.

### **Restriction on Use and Distribution**

The reporting package has been prepared for the purpose of providing information to INVAP S.A.U. to enable it to prepare the consolidated interim financial statements of the Group. As a result, the reporting package is not a complete set of interim financial statements of ICHOS B.V. in accordance with International Financial Standards Reporting (IFRS) and is not intended to give a true and fair view of / present fairly, in all material respects, the financial position of ICHOS B.V. as of March 31st, 2026, and of its financial performance, and its cash flows for the year then ended in accordance with International Financial Standards Reporting (IFRS). The reporting package may, therefore, not be suitable for another purpose.

This report is intended solely for Russell Bedford and should not be used by or distributed to other parties.

Zaandam, 6 May 2026

CPAccountants B.V.

P.A. Bankersen RA



## **Quarterly report**

**BALANCE SHEET AS AT 31 MARCH 2026***(Before appropriation of result)*

	<u>31-03-2026</u>		<u>30-06-2025</u>	
	€	€	€	€
<b>ASSETS</b>				
<b>Fixed assets</b>				
<i>Tangible fixed assets</i>	1			
Other tangible fixed assets		26.934		27.215
<b>Current assets</b>				
<i>Construction contracts</i>	2	7.910.716		10.288.190
<i>Receivables</i>				
Trade receivables	3	18.755.967	26.581.751	
Other receivables and accrued assets	4	<u>3.021.152</u>	<u>78.703</u>	
		21.777.119		26.660.454
<i>Cash and cash equivalents</i>	5	19.422.326		13.879.694
Total assets		<u>49.137.095</u>		<u>50.855.553</u>
<b>EQUITY AND LIABILITIES</b>				
<b>Equity</b>				
Issued share capital	6	1.000	1.000	
Result for the year		<u>2.203.079</u>	<u>4.807.964</u>	
		2.204.079		4.808.964
<b>Short-term liabilities</b>				
Trade payables	7	19.760.181	29.564.837	
Liabilities to group companies	8	1.565	1.565	
Taxes and social security contributions	9	1.341.126	1.628.995	
Construction contracts (liabilities)	10	2.933.154	-	
Other liabilities and accrued expenses	11	<u>22.896.990</u>	<u>14.851.192</u>	
		46.933.016		46.046.589
Total equity and liabilities		<u>49.137.095</u>		<u>50.855.553</u>

**INCOME STATEMENT FOR THE PERIOD 01-07-2025 UNTIL 31-03-2026**

		1-7-2025 / 31-3-2026		1-7-2024 / 31-3-2025	
		€	€	€	€
<b>Net turnover</b>	12		35.287.872		39.246.376
Cost of work contracted out		31.747.502		33.940.433	
Other external expenses		239.337		237.612	
Depreciation of tangible fixed assets	13	10.162		8.601	
Other staff expenses	14	6.935		11.793	
Housing expenses	15	53.483		51.708	
Office expenses	16	3.106		7.738	
General expenses	17	91.910		81.306	
Project expenses	18	171.736		196.024	
<b>Total operating expenses</b>			<u>32.324.171</u>		<u>34.535.215</u>
<b>Operating result</b>			2.963.701		4.711.161
Interest and similar expenses	19		-		-8.455
<b>Result before taxation</b>			2.963.701		4.702.706
Taxation			<u>-760.622</u>		<u>-1.208.383</u>
<b>Net result after taxation</b>			<u>2.203.079</u>		<u>3.494.323</u>

**CASH FLOW STATEMENT FOR THE PERIOD 01-07-2025 UNTIL 31-03-2026**

	<u>1-7-2025 / 31-3-2026</u>		<u>1-7-2024 / 31-3-2025</u>	
	€	€	€	€
<b>Cash flow from operating activities</b>				
Operating result		2.963.701		4.711.161
Adjustments for				
Depreciation		10.162		8.601
Changes in working capital				
Decrease (increase) in construction contracts		2.377.474		-2.676.103
Decrease (increase) in trade receivables	3	7.825.784		17.855.033
Decrease (increase) in other receivable	4	-2.942.449		4.878
Increase (decrease) in other payables		-2.858.358		-2.265.599
		<u>4.402.451</u>		<u>12.918.209</u>
<b>Cash flow from business activities</b>		7.376.314		17.637.971
Interest paid	19	-		-8.455
Income tax paid		-1.596.850		-1.508.443
		<u>-1.596.850</u>		<u>-1.516.898</u>
<b>Cash flow from operating activities</b>		5.779.464		16.121.073
<b>Cash flow from investment activities</b>				
Purchase of property, plant and equipment	1	-9.881		-1.910
<b>Cash flow from financing activities</b>				
Dividend paid		-226.951		-2.506.083
<b>Movements cash</b>		<u>5.542.632</u>		<u>13.613.080</u>
<b>Turnover movement cash and cash equivalents</b>				
Cash and cash equivalents at the beginning of the period		13.879.694		4.996.578
Increase (decrease) cash and cash equivalents		<u>5.542.632</u>		<u>13.613.080</u>
Cash and cash equivalents at the end of the period		<u>19.422.326</u>		<u>18.609.658</u>



## NOTES TO THE QUARTERLY REPORTS

### Entity information

#### Registered address and registration number trade register

The registered and actual address of ICHOS B.V. is Comeniusstraat 4 -F, 1817 MS in Alkmaar, The Netherlands. ICHOS B.V. is registered at the Chamber of Commerce under number 70690707.

### General notes

#### The most important activities of the entity

The activities of ICHOS B.V. consist mainly of activities (engineering, procurement and construction) regarding the EPCM contract.

ICHOS B.V. entered into the EPCM contract with Pallas on 24 January 2018 and the PEP contract with Pallas on 17 December 2025. During the duration of this EPCM contract services shall be carried out, including Engineering and Design services, Project Management, Manufacturing and Procurement, Construction, Installation, Testing and Completion, Commissioning and O&M support services. For providing these services ICHOS B.V. shall submit invoices for the provided EPCM services. During the duration of this PEP contract works shall encompass the timely procurement, manufacturing, Factory Acceptance-test, transportation, insuring and delivery to the PALLAS site. For providing these works ICHOS B.V. shall submit invoices for the provided PEP works.

ICHOS B.V. has entered into an agreement with various subcontractors in order to carry out the services in accordance with the EPCM contract and PEP contract. During the duration of the EPCM and PEP contract subcontractors shall submit invoices to ICHOS B.V. for the EPCM and PEP services provided by them.

#### The location of the actual activities

The actual address of ICHOS B.V. is Comeniusstraat 4 -F, 1817 MS in Alkmaar.

#### Disclosure of group structure

ICHOS B.V. is part of a group. The head of this group is INVAP S.A.U. at San Carlos de Bariloche (Argentina). The quarterly reports of ICHOS B.V. are included in the consolidated quarterly reports of INVAP S.A.U.

#### Disclosures about estimates, judgements, assumptions and uncertainties

In applying the principles and policies for drawing up the quarterly reports, the directors of ICHOS B.V. make different estimates and judgments that may be essential to the amounts disclosed in the quarterly reports. If it is necessary in order to provide the transparency required under Book 2, article 362, paragraph 1, the nature of these estimates and judgments, including related assumptions, is disclosed in the notes to the relevant quarterly report item.



## **General accounting principles**

### **The accounting standards used to prepare the quarterly reports**

The quarterly reports are drawn up in accordance with the provisions of Title 9, Book 2 of the Dutch Civil Code.

Assets and liabilities are generally valued at historical cost, production cost or at fair value at the time of acquisition. If no specific valuation principle has been stated, valuation is at historical cost.

### **The differences and reasons that led to the revision of the classification and amounts compared to the previous year**

The valuation principles and method of determining the result are the same as those used in the previous year. For comparison reasons the figures of the previous year may have been reclassified slightly. The reclassifications have not impacted the equity or the net income.

### **The functional currency**

Items included in the quarterly reports are valued with due regard for the currency in the economic environment in which the company carries out most of its activities (the functional currency). The quarterly reports are denominated in euros; this is both the functional currency and presentation currency.

## **Accounting principles**

### **Property, plant and equipment**

Other tangible fixed assets are valued at historical cost or production cost including directly attributable costs, less straight-line depreciation based on the expected future life and impairments.

### **Construction contracts**

Construction contracts commissioned by third parties comprises the balance of project costs realised, profit attributed, and if applicable, recognised losses and instalments already invoiced. Construction contracts are separately presented in the balance sheet under current assets. If it shows a credit balance, this will be presented under current liabilities.

Expenditures relating to project costs for work not yet performed is recognised under inventories.

### **Receivables**

Receivables are initially valued at the fair value of the consideration to be received, including transaction costs if material. Receivables are subsequently valued at the amortised cost price. If there is no premium or discount and there are no transaction costs, the amortised cost price equals the nominal value of the accounts receivable. Provisions for bad debts are deducted from the carrying amount of the receivable.

### **Cash and cash equivalents**

Cash at banks and in hand represent cash in hand, bank balances and deposits with terms of less than twelve months. Overdrafts at banks are recognised as part of debts to lending institutions under current liabilities. Cash at banks and in hand is valued at nominal value.

### **Current liabilities**

On initial recognition current liabilities are recognised at fair value. After initial recognition current liabilities are recognised at the amortised cost price, being the amount received taking into account premiums or discounts and minus transaction costs. This is usually the nominal value.

**Accounting principles for determining the result**

The result is the difference between the realisable value of the goods/services provided and the costs and other charges during the year. The results on transactions are recognised in the year in which they are realised.

**Revenue recognition****-General**

Net turnover comprises the income from the supply of goods and services and realised income from construction contracts after deduction of discounts and such like and of taxes levied on the turnover.

**-Providing services**

Revenues from services provided are recognized in proportion to the services provided, based on the services provided up to the balance sheet date in relation to the total services to be provided.

**-Contract (project) revenue and costs**

For projects in progress for which the result can be determined reliably, the project revenues and costs are recognized as net turnover and costs in the profit and loss account in proportion to the performance carried out as at the balance sheet date.

Project revenues are the contractually agreed revenues and the revenue from additional and reduced work, claims and reimbursements if and as far as it is likely that they are realized and can be estimated reliably. Project costs are the costs directly related to the project, which in general can be attributed to the project activities and allocated to the project, and other costs which can be attributed under the contract to the client of the project.

If it is likely that the total project costs will exceed the total project revenues, the expected losses are immediately recognized in the profit and loss account. The provision for the loss is part of the item projects in progress.

**Other operating expenses**

Costs are determined on a historical basis and are attributed to the reporting year to which they relate.

**Income tax expense**

Tax on the result is calculated based on the result before tax in the income statement, taking account of the losses available for set-off from previous financial years (to the extent that they have not already been included in the deferred tax assets) and exempt profit components and after the addition of non-deductible costs. Due account is also taken of changes which occur in the deferred tax assets and deferred tax liabilities in respect of changes in the applicable tax rate.

**Cash flow statement**

The cash flow statement has been prepared using the indirect method. The cash items disclosed in the cash flow statement comprise cash at banks and in hand except for deposits with a maturity longer than three months. Cash flows denominated in foreign currencies have been translated at average estimated exchange rates. Exchange differences affecting cash items are shown separately in the cash flow statement. Interest paid and received, dividends received and income taxes are included in cash from operating activities. Dividends paid are recognised as cash used in financing activities. Transactions not resulting in inflow or outflow of cash, including finance leases, are not recognised in the cash flow statement. Payments of finance lease instalments qualify as repayments of borrowings under cash used in financing activities and as interest paid under cash generated from operating activities.



## NOTES TO THE BALANCE SHEET

### 1 Tangible fixed assets

	<u>Other tangible fixed assets</u> €
Balance as at 1 July 2025	
Cost or manufacturing price	58.811
Accumulated depreciation	<u>-31.596</u>
Book value as at 1 July 2025	<u><u>27.215</u></u>
Movements	
Additions	9.881
Depreciation	<u>-10.162</u>
Balance movements	<u><u>-281</u></u>
Balance as at 31 March 2026	
Cost or manufacturing price	68.691
Accumulated depreciation	<u>-41.757</u>
Book value as at 31 March 2026	<u><u>26.934</u></u>

The depreciation rate applicable is 20%.

### Current assets

#### 2 Construction contracts

	<u>31-03-2026</u> €	<u>30-06-2025</u> €
Cumulative project revenue from projects in progress	<u>7.910.716</u>	<u>10.288.190</u>
Total of construction contracts	<u><u>7.910.716</u></u>	<u><u>10.288.190</u></u>

**Receivables**

	<u>31-03-2026</u>	<u>30-06-2025</u>
	€	€
<b>3 Trade receivables</b>		
Trade debtors	<u>18.755.967</u>	<u>26.581.751</u>
<b>4 Other receivables and accrued assets</b>		
Guarantee deposit	5.990	5.989
Other receivables	30.693	72.714
Prepayments Proprietary Equipment Phase	<u>2.984.469</u>	<u>-</u>
	<u>3.021.152</u>	<u>78.703</u>

A part of the guarantee deposits has a remaining term of more than 1 year.

**5 Cash and cash equivalents**

ING Bank N.V.	<u>19.422.326</u>	<u>13.879.694</u>
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Cash at banks and in hand is not freely available as of 31 March 2026 up to an amount of € 3.000.000.

ICHOS B.V. has issued a € 3.000.000 bank guarantee in favor of NRG PALLAS B.V. to fulfill the requirements set out in the Proprietary Equipment Contract, which has been signed during this Quarter.



## 6 Equity

	Issued share capital	Other reserves	Result for the year	Total
	€	€	€	€
Balance as at 1 July 2025	1.000	-	4.807.964	4.808.964
Distribution of results	-	4.807.964	-4.807.964	-
Result for the year	-	-	2.203.079	2.203.079
Dividend payment	-	-4.807.964	-	-4.807.964
Balance as at 31 March 2026	<u>1.000</u>	<u>-</u>	<u>2.203.079</u>	<u>2.204.079</u>

### Disclosure of equity

The capital of the company consists of shares with a nominal value of € 1 per share. At incorporation, the issued capital of the company equals € 1.000 and is divided into 1.000 shares of € 1. The issued shares have been fully paid in cash.

### The withheld part of the result in equity

The withheld part of the result: € nil.

### Statement of the proposed appropriation of the result

The management of the company proposes to appropriate the result as follows:

The appropriation of profit for the period 1 July 2025 until 31 March 2026 in the amount of € 2.203.079 will be fully payable as dividend.

This proposal needs to be determined by the General Meeting and has therefore not yet been processed in the quarterly report over 1 July 2025 until 31 March 2026 for the company.

**Short-term liabilities**

	<u>31-03-2026</u>	<u>30-06-2025</u>
	€	€
<b>7 Trade payables</b>		
Trade creditors	<u>19.760.181</u>	<u>29.564.837</u>

The trade creditors include an amount of € 11.940.455 payable to group companies (30 June 2025: € 18.791.903).

	<u>31-03-2026</u>	<u>30-06-2025</u>
	€	€
<b>8 Liabilities to group companies</b>		
Current-account INVAP Nederland B.V.	<u>1.565</u>	<u>1.565</u>

No interest is due regarding to this amount.

**9 Taxes and social security contributions**

Value added tax	1.308.463	760.104
Corporate income tax	<u>32.663</u>	<u>868.891</u>
	<u>1.341.126</u>	<u>1.628.995</u>

**10 Construction contracts (liabilities)**

Installments charged	<u>2.933.155</u>	-
Total of construction contracts	<u>2.933.155</u>	-



	<u>31-03-2026</u>	<u>30-06-2025</u>
	€	€
<b>11 Other liabilities and accrued expenses</b>		
Dividends payable	4.718.932	137.919
Advance payment Proprietary Equipment Phase	3.000.000	3.000.000
Advance payment cost of labour phase	3.848.354	-
Incentive fee DD phase	1.800.000	1.800.000
Deferred revenue DD phase	1.532.304	-
Purchase invoices to be received	7.990.900	9.906.773
Other liabilities	<u>6.500</u>	<u>6.500</u>
	<u>22.896.990</u>	<u>14.851.192</u>

- Proprietary Equipment advance payment

As part of the Proprietary Equipment Project contract, ICHOS is entitled to have a € 3.000.000 in advance (the Fund), to fulfill its payments related with the purchasing of materials required for manufacturing of the Proprietary Equipment contract. To do so, the company has invoiced € 3.000.000 in advance to PALLAS during Q2 25/26. This amount has been settled afterwards with the cost received from the supplier as per the correspondent invoice, and has issued a subsequent invoice during Q2 25/26 to replenish the Fund.

No invoicing to consume / replenish the fund was issued during Q3 25/26.

- Incentive fee DD phase

In accordance with the conditions from the EPCM contract the company has received an incentive fee for the amount of € 1,8 million for the official launch of the full scope of the Detailed Design (DD). Due to the conditions as set in the EPCM contract there exists the possibility that the incentive fee needs to be (partly) repaid in the situation of a conversion of the contract or in the situation when the actual costs exceed the agreed DD-budget.

Because the DD is still in progress, no reliable information is available to determine if the revenue needs to be reversed later or not. The incentive fee shall be recorded as revenue when reliable information is available. Until that time prudence shall be exercised.

- Deferred revenue DD phase

Reference is made to note 12.

- Purchase invoices to be received from group companies

Under the purchase invoices to be received an amount of € 4.149.270 is due to group companies (30 June 2025: € 5.460.873).

Under the purchase invoices to be received an amount of € 183.014 is due to group companies (30 June 2025: € 295.896) related with the Proprietary Equipment Contract, which is under signature process by PALLAS.

## Off-balance-sheet rights, obligations and arrangements

### Disclosure of off-balance sheet commitments

There is a rental agreement for the rental of the office.

The rental obligation for the coming year is € 70.535. This is an agreement for an indefinite period.

### Off-balance sheet commitments relating to guarantees

INVAP S.A.U. has issued a new Standby Letter of Credit for € 15.000.000 in favor of NRG Pallas B.V., to be executed in case ICHOS B.V., as Contractor of the EPCM contract, fails to fulfill its obligations within the EPCM Contract No. 28764 with NRG PALLAS B.V. The Standby letter of Credit has an expiry date of September 25th, 2029.



## NOTES TO THE INCOME STATEMENT

### 12 Net turnover

The net turnover for the period July 1st, 2025, until March 31st, 2026, decreased by 37% in comparison with the semester July 1st, 2024, until March 31st, 2025.

The client and ICHOS have entered into an agreement through Addendum #5 to the EPCM contract signed in November 2024, which introduces an incentive mechanism. This mechanism is based on a mutually agreed Target of estimated Hours (herein "Target Hours") required to complete the Detailed Design (herein "DD") phase. Early 2024, a set of Target Hours was established based on 2023 assumptions regarding project working conditions and context. As per the addendum #5, once the DD phase is completed (expected to happen in mid-2028 depending on agreement with the client regarding scope re-definitions), a final calculation shall be made, and depending on the outcome, the Incentive Mechanism could derive in a Pain (profit return to the client) or a Gain.

As of mid-2025, ICHOS has communicated to the client that, due to significant changes in working conditions which have rendered the original assumptions obsolete, the Target Hours is not representative of the current context, no longer considered valid from ICHOS perspective and therefore unfeasible. Changes in the client project working conditions are stringent to all its stakeholders as informed by the Minister van Volksgezondheid, Welzijn en Sport and are significant due, but not limited to, the client reduction on previous estimates made by ICHOS that were indeed accurate, extensive Design review process due to the incorporation of a Third Party Review, General Contractor on-boarding and support, Design Evolutions, etc. This changes in working conditions have a direct impact on the final calculation of the incentive mechanism once DD phase is completed.

Agreements are in progress between the parties regarding the updated Target Hours of the project.

In addition, ICHOS is currently implementing contractual mechanisms with its major non-group related subcontractors, who are responsible for part of the scope. This approach aims to properly reflect the effects of the Incentive Mechanism with the client in their contracts and mitigate the risk of hour overruns. Negotiations with subcontractors are still in progress.

As per end March 2026, the parties have not reached agreement on the target hours, and the same applies to the negotiations that are still ongoing between ICHOS and its subcontractors. Depending on which scenario occurs, there could be an expense of € 2.6 million or a profit of € 2.1 million.

In addition, the parties have agreed during February 2026 the temporary withholding of the 6% profit mark-up related to the Detail Design hours (~50% of total hours invoiced) on the invoices submitted from October 2025 onwards related to the EPCM contract, until there is an agreement of the Incentive Mechanism.

Taking the above into account, the company considers that the most prudent approach is to register the temporary withholding as a deferred revenue until further clarity is obtained. We refer to the accounted deferred revenue DD Phase for an amount of € 1.532.304 on note 11.



	1-7-2025 / 31- 3-2026	1-7-2024 / 31- 3-2025
	€	€
<b>13 Depreciation of tangible fixed assets</b>		
Other tangible fixed assets	<u>10.162</u>	<u>8.601</u>
<b>14 Other staff expenses</b>		
Congresses, seminars and symposia	599	1.995
Staff lunch and diner	1.494	161
Other staff expenses	<u>4.842</u>	<u>9.637</u>
	<u>6.935</u>	<u>11.793</u>
<b>15 Housing expenses</b>		
Rent expenses	<u>53.483</u>	<u>51.708</u>
<b>16 Office expenses</b>		
Office supplies	3.106	7.403
Other office expenses	<u>-</u>	<u>335</u>
	<u>3.106</u>	<u>7.738</u>
<b>17 General expenses</b>		
Audit and accounting expenses	57.638	45.513
Consultancy expenses	22.895	20.192
Legal expenses	9.058	14.345
Insurance premium	1.514	-
Bank expenses	794	342
Other general expenses	<u>11</u>	<u>914</u>
	<u>91.910</u>	<u>81.306</u>
<b>18 Project expenses</b>		
Licenses	<u>171.736</u>	<u>196.024</u>
<b>19 Interest and similar expenses</b>		
Interest tax authorities	<u>-</u>	<u>8.455</u>



**OTHER NOTES**

**Average number of employees current book year: 0**

**Remuneration of managing and supervisory directors**

There are no remunerations for managing and supervisory directors.

Alkmaar,  
ICHOS B.V.

Director  
A.F. Albornoz

Director  
H.G. Cassini

The supervisory board

J.P.M. Ordonez

T.E. Calderon