

Justin J. Muller (Chief Executive Officer)

Set out below are the salient features of the service contracts of each of the executive directors:

1. The individual (the employee) is appointed as an executive director of the company with effect from 13 May 2019. His employment with the group is for an indefinite period and on a full time basis.
2. Termination of employment will in general be governed by Netherlands law. Notice of termination of the employment may be served by either the employee or the company at any time, provided one month's notice is given in writing to the other party. The company may terminate employment with immediate effect if the employee has:
 - 2.1. committed any serious or repeated breach or non-observance of the employee's obligations to the company (which include an obligation not to breach the employee's fiduciary duties); or
 - 2.2. entered into a service agreement with the company or any of its subsidiaries and the company or that subsidiary, as the case may be, has given to the employee notice of termination of such agreement; or
 - 2.3. been guilty of any fraud or dishonesty or acted in any manner which, in the opinion of the company, brings or is likely to bring the employee or the company into disrepute or is materially adverse to the interests of the company; or
 - 2.4. been disqualified from acting as a director in the Netherlands or in any other jurisdiction which in the opinion of the company justifies termination of the employee's contract with immediate effect.
3. The employee is entitled to a base gross annual salary for the 12 months ended 31 December 2022 as follows, and thereafter to such base gross annual salary as may be approved from time to time: EUR 260,000.00.

Salaries are paid in equal monthly instalments in arrears.
4. The employee qualifies for short term bonuses and other long term incentivisation based on performance and the company's remuneration policy.

Edward R. Mc Donald (Chief Operating Officer)

Set out below are the salient features of the service contracts of each of the executive directors:

1. The individual (the employee) is appointed as an executive director of the company with effect from 18 October 2021. His employment with the group is for an indefinite period and on a full time basis.
2. Termination of employment will in general be governed by Maltese law. Notice of termination of the employment may be served by either the employee or the company at any time, provided one month's notice is given in writing to the other party. The company may terminate employment with immediate effect if the employee has:
 - 2.1. committed any serious or repeated breach or non-observance of the employee's obligations to the company (which include an obligation not to breach the employee's fiduciary duties); or
 - 2.2. entered into a service agreement with the company or any of its subsidiaries and the company or that subsidiary, as the case may be, has given to the employee notice of termination of such agreement; or
 - 2.3. been guilty of any fraud or dishonesty or acted in any manner which, in the opinion of the company, brings or is likely to bring the employee or the company into disrepute or is materially adverse to the interests of the company; or

- 2.4. been disqualified from acting as a director in Malta or in any other jurisdiction which in the opinion of the company justifies termination of the employee's contract with immediate effect.
3. The employee is entitled to a base gross annual salary for the 12 months ended 31 December 2022 as follows, and thereafter to such base gross annual salary as may be approved from time to time: EUR 123,200.00.

Salaries are paid in equal monthly instalments in arrears.
4. The employee qualifies for short term bonuses and other long term incentivisation based on performance and the company's remuneration policy.

Jacobus F. van Biljon (Chief Financial Officer)

Set out below are the salient features of the service contracts of each of the executive directors:

1. The individual (the employee) is appointed as an executive director of the company with effect from 16 August 2017. His employment with the group is for an indefinite period and on a full time basis.
2. Termination of employment will in general be governed by Netherlands law. Notice of termination of the employment may be served by either the employee or the company at any time, provided one month's notice is given in writing to the other party. The company may terminate employment with immediate effect if the employee has:
 - 2.1. committed any serious or repeated breach or non-observance of the employee's obligations to the company (which include an obligation not to breach the employee's fiduciary duties); or
 - 2.2. entered into a service agreement with the company or any of its subsidiaries and the company or that subsidiary, as the case may be, has given to the employee notice of termination of such agreement; or
 - 2.3. been guilty of any fraud or dishonesty or acted in any manner which, in the opinion of the company, brings or is likely to bring the employee or the company into disrepute or is materially adverse to the interests of the company; or
 - 2.4. been disqualified from acting as a director in the Netherlands or in any other jurisdiction which in the opinion of the company justifies termination of the employee's contract with immediate effect.
3. The employee is entitled to a base gross annual salary for the 12 months ended 31 December 2022 as follows, and thereafter to such base gross annual salary as may be approved from time to time: EUR 195,400.00.

Salaries are paid in equal monthly instalments in arrears.

The employee qualifies for short term bonuses and other long term incentivisation based on performance and the company's remuneration policy.