

## Remuneration

### Supervisory Board of Royal BAM Group nv

The remuneration of the Supervisory Board members does not depend on the company's results. The General Meeting of Shareholders held on 7 May 2008 fixed the annual directors' fees for the members of the Board at €50,000 for the chairman, €45,000 for the vice-chairman and €40,000 for the other Board members, with €5,000 extra for every Supervisory Board member who is a member of a Committee set up by the Board, with a maximum of one extra payment per Supervisory Board Member.

The remuneration of the members of the Supervisory Board for the year 2009 is as follows (x €1):

W.K. Wiechers, chairman	<b>55,000</b>
A. Baar, vice-chairman	<b>50,000</b>
J.A. Dekker	<b>45,000</b>
H. Scheffers	<b>30,000</b>
W. van Vonno	<b>45,000</b>

The remuneration of the Supervisory Board members does not depend on the company's results, nor on a change of control in the company.