

DIRECTOR AND OFFICER COMPENSATION

(Wis. Stat. § 644.07(4)(b)(4))

There are no current plans for NGL MHC to pay any compensation to its officers in connection with their services as officers of NGL MHC, other than what such officers receive as officers of Converted NGLIC.

NGL MHC will pay fees and other compensation to its Directors on the same basis that Converted NGLIC currently pays such fees and other compensation to its Directors. There are no current plans to change any of these fees in connection with the MHC conversion. All Director compensation is reviewed annually by the Board with any recommendation for change voted to by the Board of Directors. Compensation includes quarterly retainer paid to all Directors, an additional quarterly retainer for the Chair and Vice Chair of the Board and Committee Chairs, and Committee/Special Meeting fees for Committee members. Directors who are employees of Converted NGLIC will receive no additional compensation for serving as a Director.

Effective January 1, 2026, Directors' fees are as follows:

1. A quarterly retainer fee of \$20,000 for each Director;
2. An additional quarterly retainer fee for the Chair of the Board of \$15,625;
3. An additional quarterly retainer fee for the Vice Chair of the Board of \$5,500;
4. A quarterly retainer fee for members of the Audit Committee of \$2,250;
5. An additional quarterly retainer fee for the Chair of the Audit Committee of \$4,500;
6. A quarterly retainer fee for members of the Compensation, Talent and Culture Committee of \$1,875;
7. An additional quarterly retainer fee for the Chair of the Compensation, Talent and Culture Committee of \$3,750;
8. A quarterly retainer fee for members of the Governance Committee of \$1,875;
9. An additional quarterly retainer fee for the Chair of the Governance Committee of \$3,750;
10. A quarterly retainer fee for members of the Investment and Finance Committee of \$1,875; and
11. A quarterly retainer fee for the Chair of the Investment and Finance Committee of \$3,750.