

Works Council response to request

Date of request	1 st of April 2021
Type of request/proposal	Determine point of view
Subject	Appointment of Dr. Maxine Gowen as non-executive director
Requester	Bill Lundberg, President, CEO & PFO
Response deadline	29 th of April 2021
Actual response date	13 th of April 2021

Dear Mr. Lundberg (Bill),

On the 1st of April 2021 the Works Council received the request to determine their point of view on the appointment of Dr. Maxine Gowen, Ph. D., as a non-executive director of the Company for a period of 4 years ending at the end of the annual general meeting of shareholders of the Company to be held in 2025. Dr. Gowen's biography was provided for convenience.

The Works Council discussed this during their meeting on the 8th of April 2021. Please see below the outcome.

Outcome	The Works Council has determined their point of view and would like to advise that this notification has been acknowledged.
Remarks	None
Attachments	None

Kind regards,
Anastasia Vliet

On behalf of the Works Council:

Linda Kaldenberg: Chairman of the Works Council
Ron Schackmann: Secretary of the Works Council
Marko Tijssen: Works Council member
Steef Engels: Works Council member
Anastasia Vliet: Works Council member