

Works Council response to request

Date of request	28Mar22
Type of request: proposal/notification/consent	Determine point of view
Subject	Re-appointment of a non-executive director Mr. Len Kanavy
Requester	Bill Lundberg, President, CEO & PFO
Response deadline	Before April 25th
Actual response date	19Apr22

Dear Mr. Lundberg (Bill),

On the 28th of March the Works Council received the request to the determine their point of view to re-appoint Mr. Len Kanavy as non-executive director of the Company for a period ending at the end of the annual general meeting of shareholders of the Company to be held in 2026. Mr. Kanavy's biography was provided for convenience.

The Works Council discussed this during their meeting on the 7th of April 2022. 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 Cairo-Vliet

On behalf of the Works Council:

Suzanne Bal, Chair of the Works Council
Linda Kaldenberg, Vice Chair of the Works Council
Mike Slotboom, Secretary of the Works Council
Tim Schelfhorst, Process Manager of the Works Council
Anastasia Vliet, Works Council member
Alison Weaver, Works Council member
Steeff Engels, Works Council member