

Works Council response to request

Date of request	13MAY2020
Type of request: proposal/notification/consent	Notification / request for point of view
Subject	Non-binding nominations of (re-)appointment of non-executive directors.
Requester	Bill Lundberg, President, CEO & PFO
Response deadline	As soon as possible
Actual response date	22MAY2020

Dear Bill,

During the Works Council (WC) Meeting on the 13th of May 2020 you have notified the WC of the Non-binding nominations of (re-)appointing the following non-executive directors and discussed their professional background:

- Appointment of Paolo Pucci
- Re-appointment of Gregory Perry
- Re-appointment of Mark Iwicki

The WC's was asked to determine their point of view with respect to these (re) appointments before the Annual General Meeting of shareholders, scheduled on the 30th of June 2020. In addition, their biography was provided as a reference.

The Works Council discussed this during their meeting on the 22nd of May 2020. Please see below the outcome.

Outcome	This notification has been acknowledged. The Works Council has determined their point of view and has no objections or comments.
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