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Supervisory Board Rotation Plan

Name	Position	Date of first appointment	End of current term	Final term ends on
Adriaan Nühn	Chairman (independent)	3 October 2016	The first general meeting held in 2022	The first general meeting held in 2024
Corinne Vigreux	Vice-chairman (independent)	3 October 2016	The first general meeting held in 2023	The first general meeting held in 2024
Ron Teerlink	Member (independent)	3 October 2016	The first general meeting held in 2020	The first general meeting held in 2024
Johannes Reck	Member (independent)	5 March 2019*	The first general meeting held in 2023	The first general meeting held in 2027

* The appointment of Mr Reck was subject to certain conditions and became effective as per 15 May 2019.

Supervisory Directors are appointed for a maximum term of four (4) years, provided that, unless a Supervisory Director resigns at an earlier date, his or her term of office lapses on the day of the first annual General Meeting to be held in the fourth year after the year of his or her appointment.

A Supervisory Director may be reappointed for a term of not more than four (4) years at a time, with due observance of the provision in the previous sentence. The two preceding sentences do not apply if the General Meeting resolves upon a proposal of the Supervisory Board to appoint a Supervisory Director for a longer term. A Supervisory Director may not be a Supervisory Director for a period longer than eight (8) years, which period may or may not be interrupted, unless the General Meeting resolves otherwise.