

Rotation schedule of Supervisory Board

Name	Year of first appointment	Year of last reappointment	Year of upcoming reappointment	Year end final term
J.L. van Nieuwenhuizen (**)	2021		2025	2033
W.M. Wunnekink (*)	2015	2019	2023	2027
R.H.A. Gerritzen (**)	2018	2022	2026	2030
M. Folkers – in 't Hout (**)	2022		2026	2034
J.W. Böhm-den Otter (**)	2020		2024	2032
V.A.M. Hulshof (*)	2014	2022		2026

(*) The Company deviates from best practice provision 2.2.2 of the Code in relation to persons who were members of the Supervisory Board on 1 January 2017; for such persons the Company applies the principle that they can be reappointed for a third term of four years.

(**) Members of the Supervisory Board who have been or are appointed after the aforementioned date are in principle subject to best practice provision 2.2.2 of the Code.

Lochem, 14 April 2022