

**DEED OF AMENDMENT TO THE ARTICLES OF ASSOCIATION OF
STICHTING INTERKERKELIJKE ORGANISATIE VOOR ONTWIKKELINGSSAMENWERKING, ICCO**

On the twenty-ninth of December two thousand and twenty, the following person appeared before me, *mr* Zanima Jeanne Bertina Mol, junior civil-law notary, hereinafter referred to as 'civil-law notary', deputising for *mr* Rogier Casper Antonius van de Sandt, civil-law notary in Houten: Ms Deborah Koning, born in Utrecht on the twenty-ninth of September nineteen hundred and eighty-six, office address: 3991 EC Houten, Lobbendijk 4, acting in this matter with the written authorisation of the foundation: **STICHTING INTERKERKELIJKE ORGANISATIE VOOR ONTWIKKELINGSSAMENWERKING, ICCO**, having its registered office in 3533 AE Utrecht, Joseph Haydnlaan 2 A, registered in the Trade Register of the Chamber of Commerce under number 56484038, hereinafter also referred to as "**the Foundation**".

The appearer stated the following in advance:

- A. The Foundation was founded on the fifteenth of November two thousand and twelve. The articles of association of the Foundation were last amended by a deed executed before the said civil-law notary Van de Sandt on the eighteenth of May two thousand and twenty.
- B. By resolution of the Board of the Foundation, adopted at its meeting of the fifteenth of December two thousand and twenty, subject to the requirements under the articles of association, a legally valid resolution was adopted to amend the articles of association in their entirety. A copy of the Board's resolution is affixed to this deed.
- C. The Supervisory Board of the cooperative: Coöperatie ICCO U.A., having its registered office in Utrecht and its principal place of business at Joseph Haydnlaan 2 A, 3533 AE Utrecht, registered in the Trade Register of the Chamber of Commerce under number 41177206, by resolution dated the fourteenth of December two thousand and twenty, has given its approval for this amendment to the articles of association in accordance with Article 12(1) of the articles of association of the Foundation. A copy of the aforementioned resolution of the Supervisory Board is affixed to this deed.

Implementing the aforementioned resolution to amend the articles of association, the appearer declared that she hereby amended the articles of association in their entirety and re-adopted them as follows:

ARTICLES OF ASSOCIATION

Definitions.

Article 1.

"Management Board":

the board of the Foundation;

"Supervisory Committee":

the supervisory committee of the Foundation;

"Foundation":

STICHTING INTERKERKELIJKE ORGANISATIE VOOR ONTWIKKELINGSSAMENWERKING, ICCO, having its registered office in Utrecht and its principal place of business in 3533 AE Utrecht, Joseph Haydnlaan 2 A, registered in the Trade Register of the Chamber of Commerce under number 56484038;

"Cordaid":

the Foundation: **STICHTING CORDAID**, having its registered office in The Hague, with address 2511 BH The Hague, Grote

Marktstraat 45, registered in the Trade Register of the Chamber of Commerce under number 41160054;

“Cordaid Supervisory Committee”: the supervisory committee of Cordaid;

“Cordaid Management Board”: the board of Cordaid.

Name and registered office.

Article 2.

1. The name of the Foundation is: **Stichting Interkerkelijke Organisatie voor Ontwikkelingssamenwerking, ICCO.**
2. In its dealings with third parties and abroad, the Foundation may also use the following names: “ICCO”, “ICCO Foundation” and “ICCO Cooperation”.
3. The Foundation’s registered office is located in The Hague.
It may have offices or branches elsewhere besides its registered office.

Basis and purpose.

Article 3.

1. The Foundation and its work are rooted in the Christian-social tradition and the Christian devotion to mercy, justice and stewardship for a world where no one is excluded.
The Foundation is dedicated to the common good and aims to work towards a world in which people live together in dignity, justice, welfare and with care for the Creation.
2. One of the Foundation's objectives is to raise financial resources in order to support Cordaid and its activities financially or otherwise.
3. The Foundation endeavours to achieve its objective as set out in this Article 3 by carrying out or having a third party carry out the following activities in its own name and at its own expense and risk:
 - a) the support of organisations that are financially supported to undertake activities and programmes aimed at combating poverty and injustice in the world, to provide aid to refugees or in disaster situations. To this end, it implements programmes for development cooperation, world diaconate, or for humanitarian aid and/or reconstruction;
 - b) stimulating cooperation between ecclesiastical and interdenominational organisations, civil society organisations, companies and other parties involved in international cooperation, and promoting all activities related to this in the broadest sense;
 - c) strengthening the support base for international cooperation;
 - d) setting up and in any way participating in, managing, supervising and/or providing advice to organisations, companies and other entities, with or without legal personality, in the context of the activities referred to in this article 3.3, and everything related or conducive to the above, all in the broadest sense.
4. The Foundation may raise funds via grants and sponsorships, donations, acquisitions by way of inheritance, specific legacy, gift or donation, income and revenues that the Foundation obtains from its activities, the commercial operation of its assets and other income.
5. The Foundation does not seek to make a profit on all its activities that are aimed at achieving or promoting its objective.

Management Board: composition, appointment, resignation.

Article 4.

1. The Management Board is the board of the Foundation. The number of members of the Management Board is equal to the number of members of the Cordaid Management Board, and is established by the Cordaid Supervisory Committee.
2. The Management Board consists of all members of the Cordaid Management Board and therefore follows the appointment of members of the Cordaid Management Board. Close family or similar relationships on the Management Board are not permitted.

3. Unless the law provides otherwise, members of the Management Board are appointed, suspended and dismissed by the Cordaid Supervisory Committee. The chair of the Management Board is appointed to office. The Cordaid Supervisory Committee also draws up a resignation schedule for the members of the Management Board. A member of the Management Board will resign if they resign in their capacity as member of the Cordaid Management Board without any further resolution or other action being required.
4. A board lacking one or more of its members retains its powers. Any vacancies that arise are to be filled as soon as possible.
5. The members of the Management Board receive no remuneration in that capacity, either directly or indirectly. The members of the Management Board receive a reasonable allowance for the expenses incurred by the members of the Management Board on behalf of the Foundation and for the activities they perform as well as non-excessive attendance fees. This does not affect the fact that members of the Management Board who are employed by the Foundation may be remunerated in their capacity as employees.
6. If the Cordaid Supervisory Committee ceases to exist at any point in time as a result of which the composition of the Management Board can no longer be provided for, Cordaid will appoint, suspend and dismiss the members of the Management Board. If Cordaid has ceased to exist and has a successor in title by operation of law with a Supervisory Board or Supervisory Committee, the Supervisory Board or Supervisory Committee of such successor in title will acquire all the rights granted to Cordaid under these articles of association. In the event of a legal successor by universal title without a Supervisory Board or Supervisory Committee, such legal successor will accede to all rights granted to Cordaid under these articles of association.
7. If, due to negligence, disagreement or any other reason, a member is not appointed to the Management Board, this will be provided for by the competent court at the request of any stakeholder or upon the demand of the public prosecutor's office, in accordance with Section 2:299 of the Dutch Civil Code.

Resignation of a member of the Management Board.

Article 5.

A member of the Management Board resigns:

- a. by death;
- b. by resigning;
- c. by dismissal granted by the Cordaid Supervisory Committee;
- d. by being declared bankruptcy or application for a moratorium;
- e. by being placed under guardianship;
- f. by dismissal granted by the court in the cases provided for by law;
- g. by acquiring a quality as referred to in Article 13;
- h. if the member loses their position as a member of the Cordaid Management Board.

Management Board: duties and powers

Article 6.

1. The Management Board is charged with managing the Foundation, including its day-to-day management
2. and the implementation of its programmes and activities.
3. The Management Board has all the duties and powers that are not assigned to the Supervisory Committee under the articles of association.
4. The Management Board will draw up a management charter laying down the Management Board's decision-making process, external representation and more.

Management Board: representation.

Article 7.

1. The Foundation is represented by the Management Board. The Foundation is in any event represented by the chair and a second member of the Management Board. In the absence of the chair, the Foundation is represented by two members of the Management Board acting jointly.
2. In all cases where a conflict of interests arises between the Foundation and one or more members of the Management Board, the Foundation may only be represented by the Supervisory Committee, provided that no conflict of interests arises in respect of the Supervisory Committee or any of its members.
3. The Management Board may decide to authorise one or more of its members, as well as third parties, to represent the Foundation within the limits of that authorisation.

Management Board: decision-making.

Article 8.

1. Management Board meetings are held as frequently as the chair of the Management Board convenes a meeting, but at least twelve times a year.
2. Each member of the Management Board is authorised to convene a meeting of the Management Board in writing, stating the subjects to be discussed, subject to at least five days' notice. If the meeting is not convened in writing or if subjects are discussed which were not stated in the convening notice, or if the meeting is convened at less than five days' notice, the decision-making is nevertheless permissible, provided that more than half the number of members attend the meeting and none of the members of the Management Board expressly opposes the resolution.
3. Management Board meetings are held at a location determined by the person convening the meeting.
4. The meetings may be attended by the members of the Management Board as well as those who are admitted by the members of the Management Board attending the meeting by a majority of votes. A member of the Management Board cannot arrange to be represented at a meeting, other than as referred to in paragraph 10 of this Article.
5. Each member of the Management Board has one vote. All resolutions not otherwise provided for in these articles of association are passed by an absolute majority of the votes cast at a meeting at which more than half the incumbent members of the Management Board are present. Abstentions and invalid votes are regarded as votes not cast. If the votes are tied, lots will be drawn. If the votes are tied in another vote, the chair of the Management Board will have the casting vote.
6. All votes are taken orally. However, the chair may determine that the votes be cast by ballot. If it concerns an election of persons, a person present who is entitled to vote may also demand that the votes be cast by ballot. Votes by ballot are cast by means of unsigned ballot papers.
7. The meetings are chaired by the chair; in their absence, the meeting itself will provide for its chair. Until that time, the board member senior in years attending the meeting will chair it.
8. The executive secretary or another person designated by the chair of the meeting will take minutes of the proceedings at the meeting, which are to be adopted at the same or the next meeting and signed as proof thereof by the chair and the executive secretary.
9. Resolutions of the Management Board may also be adopted outside a meeting, in writing or in any other way, provided that the proposal in question has been submitted to all incumbent members of the Management Board and none of them has objected in writing to the relevant method of decision-making prior to the date of decision-making. A resolution adopted other than in writing is set down in a report by the chair of the Management Board or the executive secretary or another person designated for this purpose by the chair of the meeting, which report is signed by the chair or, in the absence of the chair, by one of the

other members of the Management Board. Written resolutions are adopted by means of written statements by all incumbent members of the Management Board.

10. If a member of the Management Board is unable to attend a meeting of the Management Board, this member will arrange to be represented at the meeting by another member of the Management Board. This representation must be recorded in the minutes of that meeting.
11. In all cases where a conflict of interests arises with regard to a member of the Management Board, the member concerned must report it to the Management Board. The member in question must abstain from the discussion and decision-making on this matter. This member will not have the right to vote on the matter concerned and their presence will not be taken into account in determining whether the quorum required for decision-making is present.
12. Conflicts of interest as referred to in paragraph 11 of this article include conducting monetarily valuable transactions between:
 - a. the Foundation and members of the Management Board, the Supervisory Committee and/or employees of the Foundation;
 - b. persons who have a close family or similar relationship with the persons mentioned above under a;
 - c. legal entities of which the persons referred to under a and b above are board members, members of the supervisory body or shareholders.

Supervisory Committee.

Article 9.

1. The Foundation has a Supervisory Committee.
2. The Supervisory Committee consists of at least five (5) and no more than nine (9) natural persons, subject to Article 13. The number of persons subject to this minimum and maximum is equal to the number of members of the Cordaid Supervisory Committee.
3. The Supervisory Committee consists of all members of the Cordaid Supervisory Committee and therefor follows the appointment of members of the Cordaid Supervisory Committee. Members are appointed by the Cordaid Supervisory Committee for a term of four (4) years but they may be re-appointed. The Cordaid Supervisory Committee is authorised to suspend or dismiss members of the Supervisory Committee. Members of the Supervisory Committee may be appointed for a maximum of three terms. Each reappointment for the third term will be aligned with the resignation schedule to spread the risk of loss of continuity. Members of the Supervisory Committee resign periodically in accordance with a schedule drawn up by the Supervisory Committee.
4. The Works Council has the right to recommend a person for appointment as a member of the Supervisory Committee.
5. The chair of the Supervisory Committee is appointed from among the members of the Supervisory Committee.
6. A member of the Supervisory Committee will resign:
 - a. by death;
 - b. by resignation;
 - c. by dismissal;
 - d. by being declared bankrupt, application for a moratorium or placement under guardianship;
 - e. by virtue of their dismissal granted by the court in the cases provided for by law;
 - f. by acquiring a quality as referred to in Article 13 or by resigning as a member of the Cordaid Supervisory Committee.
7. The members of the Supervisory Committee do not receive any remuneration, either directly or indirectly, as such. However, the members of the Supervisory Committee may be granted a

reasonable expense allowance, which will be determined by the Supervisory Committee on the proposal of the Management Board. Expense allowances must be disclosed and accounted for in the annual accounts. Such a reasonable expense reimbursement is not regarded as remuneration.

Supervisory Committee, duties and powers.

Article 10.

1. The Supervisory Committee is tasked with supervising the Management Board and the Foundation's general state of affairs. It advises and assists the Management Board. In the fulfilment of their duties, the members of the Supervisory Committee act in the interests of the Foundation.
2. The Management Board will provide the Supervisory Committee in good time with the information required for the performance of the Supervisory Committee's duties.
3. The Supervisory Committee has access to the Foundation's buildings and sites and is authorised to inspect the Foundation's books and records. The Supervisory Committee may designate one or more persons, from among its members or otherwise, to exercise these powers. The Supervisory Committee may also call in the assistance of experts.
4. The Supervisory Committee adopts the budget prepared by the Management Board for this purpose, as well as the annual report and annual accounts for the past financial year.
5. The Supervisory Committee adopts the long-term policy plan drawn up by the Management Board.
6. The Supervisory Committee approves the annual plan.
7. The Supervisory Committee approves the appointment and dismissal of the Foundation's external auditor.

Approval from the Supervisory Committee.

Article 11.

1. The Management Board requires the Supervisory Committee's prior written approval for:
 - a. acquiring, disposing of, encumbering, renting, leasing and otherwise obtaining the use or usufruct of registered property above the amounts determined by the Supervisory Committee;
 - b. investments above an amount determined by the Supervisory Committee;
 - c. establishing a limited right to property rights and immovable property;
 - d. entering into agreements under which the Foundation binds itself as surety or joint and several debtor, warrants performance by a third party or provides security for a debt of a third party for an amount higher than a limit determined by the Supervisory Committee;
 - e. entering into strategic alliances with financial implications that exceed the limits set by the Supervisory Committee;
 - f. adopting or amending a Management Charter;
 - g. entering into financial transactions or juristic acts other than those referred to above that exceed an amount determined annually by the Supervisory Committee;
 - h. filing a petition for a suspension of payments or bankruptcy;
 - i. establishing the volunteer policy;
 - j. determining the authority scheme for managers used within the Foundation and any amendments to it.
2. Subject to Article 6(1), the Supervisory Committee is also authorised to subject resolutions other than those mentioned in paragraph 1 to its approval. Such other resolutions must be clearly described and communicated to the Management Board in writing.

3. Subject to the provisions of the law and the articles of association, the Management Board and the Supervisory Committee will make arrangements regarding the division of powers concerning the establishment of the general policy and the financial guidelines.

Supervisory Committee. Decision-making.

Article 12.

1. Meetings of the Supervisory Committee will be held as often as the chair or at least two of the other members of the Supervisory Committee call a meeting, but at least three times a year.
2. A meeting is convened by the chair or at least two of the other members of the Supervisory Committee, in writing, stating the items to be discussed and subject to at least five days' notice. If the meeting is not convened in writing or if subjects are discussed which were not stated in the convening notice, or if the meeting is convened at less than five days' notice, the decision-making is nevertheless permissible, provided that the majority of the members attend the meeting and none of the members of the Supervisory Committee has expressly opposed the resolution in advance.
3. Meetings of the Supervisory Committee are held at the location determined by the person calling the meeting.
4. The meetings may be attended by the members of the Supervisory Board as well as those who are admitted by the attending members of the Supervisory Committee by a majority of votes. The chair and members of the Management Board may attend the meetings of the Supervisory Committee at all times, unless the Supervisory Committee expressly decides otherwise. A member of the Supervisory Committee may not arrange to be represented at a meeting. The Supervisory Committee may decide to meet without the chair or the other members of the Management Board being present.
5. Each member of the Supervisory Committee has one vote. All resolutions that are not otherwise provided for in these articles of association must be adopted by at least a majority of the votes cast at a meeting at which more than half the incumbent members of the Supervisory Committee are present.
6. All votes are taken orally. However, the chair may determine that the votes be cast by ballot. If it concerns an election of persons, a person present who is entitled to vote may also demand that the votes be cast by ballot.
7. If these articles of association stipulate that the validity of a resolution depends on the number of members of the Supervisory Committee present at the meeting and this number was not present at the meeting, a new meeting may be convened at which the resolution may be passed if more than half the number of incumbent members of the Supervisory Committee are present. This new meeting is to be convened no sooner than one week and no later than four weeks after the first meeting.
8. The meetings of the Supervisory Committee are chaired by the chair; in their absence, the meeting itself will provide for its chair. Until that time, the person senior in years attending the meeting will chair it.
9. The executive secretary or another person designated by the chair of the meeting will take minutes of the proceedings at the meeting, which will be adopted at the same or the next meeting and signed as proof thereof by the chair and the executive secretary.
10. The Supervisory Committee may also adopt resolutions in a manner other than at a meeting, provided that all members of the Supervisory Committee are given the opportunity to cast their votes and none of them objects to this method of decision-making. In that case, a resolution will have been adopted as soon as the required majority of all members of the Supervisory Committee have declared their support for the proposal in writing. The chair will

draw up a record of a resolution adopted outside a meeting, which is to be adopted at the next meeting and signed as proof thereof by the chair of that meeting. The record so adopted is added to the minutes together with the documents referred to in the first sentence of this paragraph.

11. In all cases where a conflict of interests arises with regard to a member of the Supervisory Committee, the member concerned must report it to the Supervisory Committee. The member in question must abstain from the discussion and decision-making on this matter. This member will not have the right to vote on the matter concerned and their presence will not be taken into account in determining whether the quorum required for decision-making is present.
12. Conflicts of interest as referred to in paragraph 11 of this article include conducting monetarily valuable transactions between:
 - a. the Foundation and members of the Management Board, the Supervisory Committee and/or employees of the Foundation;
 - b. persons who have a close family or similar relationship with the persons mentioned above under a;
 - c. legal entities of which the persons referred to under a and b above are board members, members of the supervisory body or shareholders.

Quality Requirements.

Article 13.

Close family or similar relationships between the members of the Management Board, between the members of the Supervisory Committee or between the members of the Management Board and the members of the Supervisory Committee are not permitted.

Financial year and annual report and accounts.

Article 14.

1. The financial year of the Foundation coincides with the calendar year.
2. The Management Board is obliged to keep records of the financial position of the Foundation and of everything connected with the activities of the Foundation in accordance with the requirements ensuing from these activities, and to keep the books, documents and other data storage media in such a way that the rights and obligations of the Foundation can be known at all times.
3. The Management Board is obliged to prepare and publish annual accounts, comprising a balance sheet and a statement of income and expenditure, for the Foundation within four months of the end of the financial year.
4. Before preparing the annual accounts, the Management Board will have them audited by an auditor to be appointed by it. The auditor will report on their findings to the Management Board and the Supervisory Committee.
5. The Management Board is obliged to retain the books, records and other data storage media referred to in the preceding paragraphs for a period of seven years.
6. The data recorded on a data storage medium, with the exception of the balance sheet and profit and loss account recorded on paper, may be transferred to another data storage medium and retained, provided that the transfer is made with an accurate and complete representation of the data and this data is available throughout the retention period and can be made legible within a reasonable time.

Amendment to the articles of association.

Article 15.

1. The Management Board is authorised to amend the articles of association.

2. A resolution of the Management Board to amend the articles of association must be adopted by an absolute majority of the votes cast at a plenary meeting.
3. The notice convening the meeting in which an amendment to the articles of association is proposed must be accompanied by a copy of the proposal, containing the verbatim text of the proposed amendment.
4. A resolution to amend the articles of association requires the prior written approval of the Supervisory Committee, which can only decide on this matter with a majority of at least two thirds of the votes cast at a meeting where at least two thirds of the members are present or represented. Paragraph 3 of this Article applies by analogy.
5. A resolution to amend the articles of association will not take effect until it has been laid down in a notarial deed. Each member of the Management Board is authorised to have that deed executed.

Former blocked assets.

Article 16.

Until the eleventh of December two thousand and twenty, the Foundation was subject to a restriction under Section 2:18(6) of the Dutch Civil Code concerning the manner in which it was allowed to spend part of its capital. This restriction was fully lifted by an order of the court in Utrecht on the said date.

Dissolution. Legal Merger and legal demerger.

Article 17.

1. The Management Board is authorised to dissolve the Foundation.
2. The provisions of Article 15 apply by analogy to the Management Board's resolution to dissolve the Foundation.
3. The resolution to dissolve the Foundation also sets out the allocation of the liquidation balance. Any liquidation surplus must be spent on a public benefit organisation with a similar objective or on a foreign organisation that exclusively or almost exclusively pursues the common good and has a similar objective.
4. After the dissolution, the liquidation will be effected by the Management Board.
5. After the liquidation, the books and records of the dissolved Foundation will remain in the custody of person designated by the liquidators for the period prescribed by law.
6. The liquidation is furthermore subject to the provisions of Title 1, Book 2 of the Netherlands Civil Code.
7. The Foundation may enter into a legal merger or legal demerger with another legal entity. If the Foundation is the legal entity that ceases to exist after such a legal merger or legal demerger, the articles of association of the acquiring legal entity must demonstrate that the Foundation's assets may be used for a purpose other than prescribed prior to the legal merger or legal demerger only with the approval of the court.
8. A resolution to merge or demerge is adopted by the Management Board. The provisions of Article 15(4) of these articles of association apply by analogy to a resolution to merge or demerge.

Brands.

Article 18.

The Management Board is authorised to make substantial changes to the nature of the various brands used by the Foundation, their market position or the discontinuation of a brand. Such a resolution requires the prior approval of the Supervisory Committee. The Supervisory Committee can only adopt such a resolution with a majority of at least two thirds of the votes cast at a meeting where at least two thirds of the members are present.

Transparency.

Article 19.

1. The Foundation will inform its stakeholders, including its volunteers, its friends of or (potential) donors, donors or testators, its grantors and the lottery, its beneficiaries (both potential beneficiaries and current beneficiaries), the organisations that are willing to endorse and promote the Foundation's objective, the partners with which the Foundation cooperates internationally or nationally, the media, the government and tax authorities and society, in such a way that:
 - the information is relevant to the stakeholders;
 - the information is unambiguous and not open to multiple interpretations;
 - the information is accessible to stakeholders, in terms of both content and information channels.
2. Furthermore, the Foundation will ensure that stakeholders can make their ideas, comments, wishes and/or complaints known to the Foundation and that these are given due attention. To this end, the Foundation makes it clear to stakeholders where and how they can submit their input or complaints and lays down the rules for dealing with them.
3. The Management Board may further specify in regulations who the stakeholders of the Foundation are, what information is to be provided to the stakeholders and how this information is to be provided.

Final Statement.

Pursuant to Article 9 of the aforementioned newly adopted articles of association, a Supervisory Committee is established for the first time by this deed and its members are appointed by this deed. The Supervisory Committee consists for the first time of nine (9) members, namely the persons listed below. Contrary to Article 9(3) of these articles of association, the first term of office of each of them will be set to coincide with the term of office of the respective members of the Cordaid Supervisory Committee (as defined in the articles of association referred to above), with the latter two members being appointed for a shorter period only:

- a. Mr Antonius Joseph Maria Heerts, born in Tubbergen on the twelfth day of December nineteen hundred and sixty-six, as the chair;
- b. Mr Johannes Floris de Leeuw, born in Barneveld on the nineteenth of August nineteen hundred and fifty-three, as the vice-chair;
- c. Mr Albert Knigge, born in Kouh, Indonesia, on the eighth of December nineteen hundred and sixty-seven, as a member;
- d. Mr Jacobus Joannes Antonius de Boer, born in Wervershoof on the second of April nineteen hundred and sixty, as a member;
- e. Mrs Maria Wilhelmina Johanna Angela Landheer-Regouw, born in Rotterdam on the twenty-ninth of May nineteen hundred and seventy-one, as a member;
- f. Mr Maarten van Beek, born in Geleen on the eighth of September nineteen hundred and seventy-three, as a member;
- g. Ms Gerhardine Ruth Peetoom, born in Breda on the twenty-fifth of July nineteen hundred sixty-seven, as a member;
- h. Mr Willem Oosterom, born in Enschede on the eighteenth of September nineteen hundred and fifty-one, as a member; and
- i. Ms Jolanda Helena Maria van Bussel, born in Asten on the seventeenth of March nineteen hundred and seventy-one, as a member.

Suspensive condition (effective date of the amendment to the articles of association).

This amendment to the articles of association will take effect as of the first of January two thousand and twenty-one.

Authorisation.

The authorisation is evidenced by one (1) power of attorney affixed to this deed.

Conclusion of deed.

The appearer is known to me, civil-law notary, and her identity has been established by me, civil-law notary, on the basis of the document provided for that purpose.

IN WITNESS WHEREOF this deed was executed in Zevenbergen on the date stated at the beginning of this deed.

The substance of this deed was communicated and explained to the appearer. The appearer stated that she did not require this deed to be read out in full and that she had taken note of the substance of this deed in good time before the execution of this deed and agreed to its contents.

Immediately thereafter, portions of this deed were read out and this deed was signed by the appearer and me, civil-law notary, at twelve midday.

(Signatures follow)

ISSUED AS A TRUE COPY

The undersigned, *mr* Zanima Jeanne Bertina Mol, junior civil-law notary, deputising for *mr* Rogier Casper Antonius van de Sandt, civil-law notary in Houten.