

Audit Committee charter

1 ROLE, RESPONSIBILITIES AND COMPOSITION OF THE AUDIT COMMITTEE

1.1 Role and responsibilities

1.1.1 The Audit Committee prepares the Supervisory Board's decision-making regarding the supervision of the integrity and quality of the Company's financial and sustainability reporting and the effectiveness of the Company's internal risk management and control systems as referred to in Best Practice provisions 1.2.1 to 1.2.3 inclusive of the Code.

1.1.2 The Audit Committee focuses on monitoring the Management Board and the Executive Committee in matters including:

- (a) relations with the internal and external auditors and any other external party involved in auditing the sustainability reporting, and compliance with and follow-up on their recommendations and comments;

The internal audit function has sufficient resources to execute the internal audit plan and has access to information that is important for the performance of its work. The internal audit function has direct access to the Audit Committee and the external auditor. Records are kept of how the Audit Committee is informed by the internal audit function.

The internal audit function reports the audit results to the Management Board and the Audit Committee and informs the external auditor. The findings of the internal audit function includes the following:

- (i) any flaws in the effectiveness of the internal risk management and control systems;
- (ii) any findings and observations with a material impact on the risk profile of the Business; and
- (iii) any failings in the follow-up of recommendations made by the internal audit function.

The internal audit function reports to the CEO.

- (b) the Company's funding;
- (c) the application of information and communication technology by the Company, including risks relating to cybersecurity; and
- (d) the Company's tax policy.

1.1.3 In addition, the Audit Committee carries out the following duties:

- (a) recommending persons for appointment as the internal auditor and if the internal auditor is up for dismissal, providing recommendations in that regard;
- (b) annually forming a position on how the internal audit function fulfils its responsibility;

The Management Board discusses the effectiveness of the design and operation of the internal risk management and control systems referred to in Best Practice provisions 1.2.1 through 1.2.3 of the Code with the Audit Committee, and accounts for this to the Supervisory Board.

The Management Board assesses the way in which the audit function fulfils its responsibilities annually, after consultation with the Audit Committee. An independent third party assesses the performance of the internal audit function at least every five years.

- (c) if the Company does not have an internal audit department, recommending annually to the Supervisory Board whether adequate alternative measures have been taken. The Supervisory Board includes the conclusions, along with any resulting recommendations and alternative measures, in the Supervisory Board's report;
- (d) reporting annually to the Supervisory Board on the functioning of, and the developments in, the relationship with the external auditor;

The Audit Committee advises the Supervisory Board regarding the external auditor's nomination for appointment/reappointment or dismissal and prepares the selection of the external auditor. The Audit Committee gives due consideration to the Management Board's observations during this process. Based on this, among other things, the Supervisory Board determines its nomination for the appointment of the external auditor to the general meeting.

- (e) submitting a proposal to the Supervisory Board for the external auditor's engagement to audit the financial statements;

The Management Board plays a facilitating role in this process. In formulating the terms of engagement, attention is paid to the scope of the audit, the materiality to be applied and the remuneration for the audit. The Supervisory Board takes the decision on the engagement.

If a new external auditor is to be engaged by the Company the Audit Committee motivates the proposal as referred to in this article. The proposal states at least two options for a possible external auditor to be engaged by the Company and explains the Audit Committee's preferred option. The proposal furthermore states that the decision-making of the Audit Committee in this regard is not influenced by any third party or by any agreement.

- (f) annually discussing the draft audit plan with the external auditor, including:
 - (i) the scope and materiality of the audit plan and the principal risks of the annual reporting identified by the external auditor in the audit plan; and
 - (ii) based also on the documents used to develop the audit plan, the findings and outcome of the audit work carried out on the financial statements and the management letter;
- (g) determining whether and, if so, how the external auditor is involved in the content and publication of financial reports other than the financial statements; and
- (h) meeting with the external auditor as often as it considers necessary, but at least annually, without Managing Directors being present.

1.1.4 The Audit Committee also carries out the following duties:

- (a) monitoring the financial and sustainability reporting process and drawing up proposals to safeguard the integrity of this process;
- (b) monitoring the identification and management of Sustainability Matters and issuing advise to the Supervisory Board in that regard;
- (c) monitoring the effectiveness of the internal control systems, the internal audit function and risk management systems with regard to the Company's financial and sustainability reporting;
- (d) monitoring the statutory audit of the annual accounts and the consolidated annual accounts and answer any questions about the Audit Committee's activities at the General Meeting of the Company;
- (e) issuing preliminary advice to the Supervisory Board regarding the approval of the annual accounts and the annual budget and major capital expenditures;
- (f) assessing and monitoring the independence of the external auditor or the audit firm of the Company, if applicable, specifically taking into account the extension of ancillary services to the Company; and
- (g) determining the selection process for the external auditor or the audit firm of the Company, if applicable and the nomination to extend the assignment to carry out the statutory audit.

1.2 Composition

1.2.1 The Supervisory Board determines the size of the Audit Committee, provided that the Audit Committee consists of at least two (2) members.

1.2.2 At least one (1) member of the Audit Committee must have specific expertise in financial reporting and in the reviewing of financial reports.

1.3 Chairperson

1.3.1 The Supervisory Board appoints one (1) of the members of the Audit Committee as chairperson of the Audit Committee. The chairperson shall be primarily responsible for the proper functioning of the Audit Committee. He or she shall act as the spokesman or –woman of the Audit Committee and shall be the main contact for the Supervisory Board.

1.3.2 The Chairperson or a former Managing Director may not serve as chairperson of the Audit Committee.

2 MEETINGS AND DECISION-MAKING

Clause 5 of these rules of procedure applies equally to the meetings and decision-making of the Audit Committee, provided that:

- (a) meetings of the Audit Committee are attended by the Chief Financial Officer, the internal auditor and the external auditor, unless the Audit Committee determines otherwise; and
- (b) the Audit Committee may decide that, and if so, when the Chief Executive Officer attends its meetings.

3 REPORT TO THE SUPERVISORY BOARD

- 3.1 The Audit Committee reports on its deliberations and findings to the Supervisory Board. This report includes the following information:
- (a) how the duties of the Audit Committee were carried out in the financial year;
 - (b) the composition of the Audit Committee;
 - (c) the number of meetings of the Audit Committee and the main items discussed at those meetings;
 - (d) the methods used to assess the effectiveness of the design and operation of the internal risk management and control systems referred to in Best Practice provisions 1.2.1 through 1.2.3 of the Code;
 - (e) the methods used to assess the effectiveness of the internal and external audit processes;
 - (f) material considerations concerning financial and sustainability reporting; and
 - (g) the way in which the material risks and uncertainties referred to in Best Practice provisions 1.4.2 and 1.4.3 of the Code have been analyzed and discussed, along with a description of the most important findings of the Audit Committee.
- 3.2 In particular, the Audit Committee reports on the results of the annual statutory audit to the Supervisory Board. This report includes information on how the audit has contributed to the integrity of the financial and sustainability reporting, and also addresses the role of the Audit Committee in the audit.