



Subject	RfA Re-appointment T. van Aken and M. Kleinsman
Date	May 11, 2021
From	Works Council
CC	Bart Welten CFO Avantium N.V.
To	Carmen Portocarero, General Legal Counsel

Dear members of Avantium's Management Team,

We have received your request for advice regarding **the re-appointment of Tom van Aken as member of the Management Board in the role of CEO and Margret Kleinsman as member of the Supervisory Board**. We have discussed your Request and Supporting Documents.

Based on the information we have received, and considering

- Tom van Aken has an excellent track record as the CEO of Avantium, his solid knowledge of the chemical industry and great leadership skills. With these skills and motivation, we trust that Tom will lead us in the right direction.
- Margret Kleinsman has a solid track record as financial director in the chemical industry, strong business knowledge and she has shown that she is capable in handling her role in the audit board, which will provide Avantium with a lot of experience in the branch.

The Works Council advises positively on the proposal to the re-appointment of Tom van Aken as member of the Management Board in the role of CEO and Margret Kleinsman as member of the Supervisory Board. With the growth and expansion for the next years –and beyond-, both candidates have valuable knowledge and experience to help Avantium succeed in their mission.

On behalf of the Works Council,

Driss Boublali, Chairman
Clare Harvey, Vice-Chairman
Karin van Wensen, Secretary