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Central Works Council

Confidential

1 February 2022

Our reference 21/SB/Remuneration Policy BoM

Subject Reply on advice on new Remuneration Policy BoM

Dear members of the Central Works Council,

Thank you for your reply on 18 January 2022 regarding the request for advice on the newly proposed Remuneration Policy of the Board of Management. I appreciate the support of the Central Works Council (hereafter: "**CWC**") for the proposed adjustments. Furthermore, I am pleased to read that the CWC understands the rationale, is satisfied with the contents and level of information received from PostNL management and the way the CWC and relevant stakeholders were involved in the process.

In your reply, the CWC has formulated two requests, on which I will respond below.

Requests of the CWC

The CWC requests to be kept informed on remuneration developments at several occasions during the year, in line with current practice and law. I will indeed continue the dialogue in its current form and in line with applicable legislation.

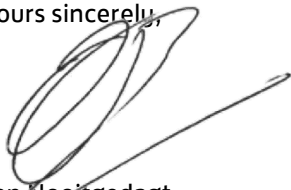
The CWC points out that the Remuneration Policy allows the Supervisory Board, upon recommendation of the Remuneration Committee, to temporarily derogate from the policy in exceptional circumstances as defined by the Dutch Civil Code. The CWC requests to be informed accordingly. I will ensure that the Supervisory Board Committee of the CWC is informed accordingly should such a situation occur.

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Onze referentie 21/SB/Remuneration Policy BoM

Process going forward

I thank the CWC for this constructive dialogue and for your timely advice. The newly proposed Remuneration Policy of the Board of Management, subject to the decision of the Supervisory Board to be taken on February 25th, will be put forward for a binding shareholder vote during the Annual General Members meeting on the 19th of April 2022. I will inform the CWC on the outcome.

Yours sincerely,

A handwritten signature in black ink, consisting of several overlapping loops and a long horizontal stroke extending to the right.

Jan Nooitgedagt
Chairman Supervisory Board
PostNL N.V.