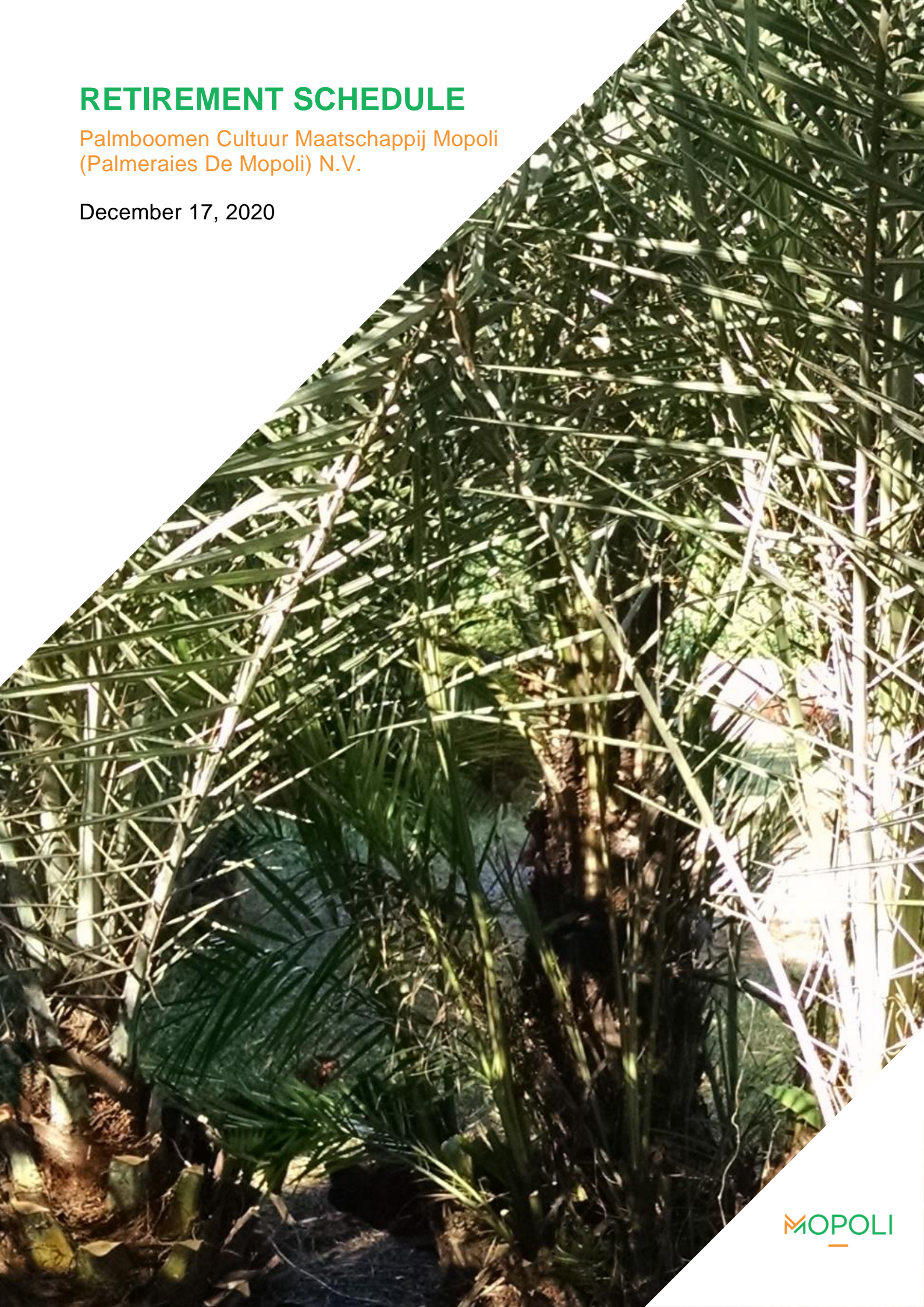


RETIREMENT SCHEDULE

Palmboomen Cultuur Maatschappij Mopoli
(Palmeraies De Mopoli) N.V.

December 17, 2020



Retirement schedule

A member of supervisory board (the "**Supervisory Board**") of Palmboomen Cultuur Maatschappij Mopoli (Palmeraies De Mopoli) N.V. (the "**Company**") is appointed for a period of four years by the general meeting of shareholders. A Supervisory Board member can be re-appointed once for another period of four years and may subsequently be reappointed for a term of two years which appointment may be extended by another term of two years.

A Supervisory Board member will retire definitively after a total of four terms (two times four years, subsequently two times two years). The Supervisory Board can grant dispensation in exceptional circumstances, at the Supervisory Board's discretion.

Reappointment is not automatic but depends on the performance of the Supervisory Board member in question. In the event of a reappointment after an eight-year period, reasons must be given in the report of the Supervisory Board.

Name (year of birth)	Position	Member of [SB/ audit committee]	First appointment	Up for reappointment
Philippe Fabri (1988)	Chairman	SB	2020	AGM 2024
Daniel Haas (1963)	Vice chairman	SB + vice chairman AC	2020	AGM 2024
Andrej Bjegovic (1988)	Member	SB + chairman of AC	2020	AGM 2024
Karim Homsy (1988)	Member	SB +AC	2020	AGM 2024
	Member			AGM [●]