

PostNL announces change in leadership

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PostNL announced today that Herna Verhagen has decided to step down as CEO after the Annual General Meeting of shareholders on 15 April 2025. On that day, she will formally hand over her responsibilities and duties to Pim Berendsen, the current CFO. This choice reflects PostNL's commitment to stability and continuity in its strategy, to be the leading e-commerce and postal service provider, by delivering a distinctive customer experience.

The Supervisory Board (SB) made the decision to appoint Pim Berendsen as CEO of PostNL after careful consideration. Of course, the close and longstanding collaboration between Herna and Pim also played an important role in this choice.

Jan Nooitgedagt, Chair of PostNL's SB: "When Herna informed us of her intention to step down as CEO, our succession plan was put into action. Herna is an exceptional leader in a challenging industry undergoing transition. She has transformed PostNL into a leading player in e-commerce logistics, without losing sight of the societal importance of maintaining quality postal services. Under her leadership, PostNL has developed into an engaged and responsible employer for tens of thousands of employees, including deliverers, transport drivers and sorters. We regret Herna's decision and at the same time we are delighted to have Pim as her successor. Over the past six years, Herna and Pim have jointly, as PostNL's Board of Management,

led this transformation further – focusing on an acceleration in digitalisation, network expansion and growth of our international customer base. Pim brings extensive knowledge of the international market, considerable experience with various stakeholders, and proven focus and expertise in strategy, logistics and commerce. That's why the SB unanimously, and with full confidence, appoints Pim as CEO of PostNL."

Herna Verhagen, CEO of PostNL: "Since 2012, I've been CEO of PostNL – a fantastic company at the heart of society, where we work with tens of thousands of colleagues for millions of customers every day. It has been, and still is, a privilege. I am grateful for the many opportunities and the trust I have been given. With that, I have made a well-considered decision to step down with every confidence in a good succession. I'm proud that the SB has chosen Pim as my successor – from within PostNL's ranks – committing to continuity of the chosen strategy. It is well deserved, and I have every

confidence in Pim's abilities to lead the company and shape PostNL's future."

Pim Berendsen, CFO of PostNL: "Herna and I work with our team every day on the opportunities and challenges that this great company continually faces. I have immense appreciation and respect for the way Herna fulfils the role of CEO. Together, we've achieved remarkable results, and I've learned a great deal from her along the way. Her combination of business acumen and humanity, her decisiveness, perseverance and adaptability make Herna a truly unique person. I will carry this experience with me into my new role as CEO of PostNL. We will continue to pursue our strategy and policies to make sure that PostNL remains resilient, agile, innovative and successful as a company."

PostNL's Works Council has given a positive

advice regarding Pim's appointment as CEO. The change in leadership will take place following the Annual General Meeting of shareholders on 15 April 2025. In the coming months, Herna and Pim will continue their duties as CEO and CFO, allocating additional time for a smooth handover.

Process for new CFO initiated

The Supervisory Board has made good progress on the procedure for appointing a new, female CFO and member of the Board of Management. The SB aims to announce a nomination shortly, to allow Pim the opportunity to onboard the new CFO before April of next year.

Elements of this press release contain or may contain inside information within the meaning of article 7(1) of the EU Market Abuse Regulation.

Source: [PostNL](#)

