



Dear Flowerpower team,

The end of the year is approaching and this is always a nice opportunity to reflect and look back at the past year. In April 2020 we started our Flowerpower project and since June we are moving full steam ahead.

We experienced some intense summer months in which all of you created the BUP plan, incl business cases and planning of your projects. Since end of August, all of you in the Flowerpower team continued the hard work with the implementation of the projects, achieving milestones, conducting problem-solving, and resequencing where necessary. All with the aim to get the results in for your projects in FY '21 and preparing to get the results in 2023.

We are incredibly proud of what we have accomplished together in these past months. It is exciting to see the energy and drive of all of you and our colleagues around the world to make this program a success. We appreciate your focus on all the projects and milestones and understand that this at times can be challenging.

We are moving in the right direction! Together we already completed 520 milestones out of 2751 (~20% of the total milestones in the project!). Despite some projects experiencing some downside in the ultimate potential – which is not uncommon in transformation projects - the total value of €64m in 2023 is still in sight thanks to some projects uplifting their potential.

We like to celebrate success by sharing updates with you on our achievements at the FlowerPower intranet page on a monthly basis. We also introduced the Gallery walks so you can experience what other workstreams are working on, something we promised during our BUP celebration call.



Meanwhile we see the first projects achieving the L4 status. The first approved L4 was from Kim Fokke in the APP EMEA team regarding “Surcharge and stop cost drivers” (#455). Well done to you and your team! In the meantime we approved 1 other project and 2 have been submitted for L4 approval. Many more are approaching fast and we will make sure to celebrate these as well.

We would like to thank you again for all your hard work and the positive spirit you had at the start and still have for this Flowerpower project! It is great to work with you in the TOs and other moments we meet you!

We hope you will be able to enjoy a well-deserved period of rest with your beloved ones and look forward to work together on Flowerpower in the new calendar year '21.

Wishing you a nice X-mas and a great start of 2021,

on behalf of the Flowerpower TO

RTS team, Caspar, Ellen, Mike, Jasper and Johan