



SUPERVISORY BOARD PROFILE

Each Supervisory Board member shall be capable of assessing the broad outline of the overall management. Each Supervisory Board member shall have the specific expertise required for the fulfilment of the duties assigned to the role designated to him within the framework of the Supervisory Board profile. The composition of the Supervisory Board shall be such that it is able to carry out its duties properly. The Supervisory Board shall aim for a diverse composition in terms of such factors as nationality, age, gender, education and work background. A Supervisory Board member shall be reappointed only after careful consideration. The profile referred to above shall also be applied in the case of a reappointment.

The Supervisory Board shall prepare a profile of its size and composition, taking account of the nature and the activities of the business, its activities and the desired expertise and background of the Supervisory Board members. The profile shall deal with the aspects of diversity in the composition of the Supervisory Board that are relevant to the Company and shall state what specific objective is pursued by the board in relation to diversity. In so far as the existing situation differs from the intended situation, the Supervisory Board shall account for this in the report of the Supervisory Board and shall indicate how and within what period it expects to achieve this aim. The profile shall be made generally available and shall be posted on the Company's website.

Composition in general

Taking into account the nature of the Company's business and its activities, the Supervisory Board's scope and composition (and division of duties) is as follows:

The Supervisory Board consists of 6 members, however for reasons of continuity this maximum may be exceeded temporarily with the approval of the General Meeting. Members of the Supervisory Board are selected and recommended according to the following selection criteria:

- background/education/training/degrees;
- (international) experience;
- skills;
- independence;
- diversity.

The composition and qualities of the Supervisory Board as a whole shall be in line with the Company's size, portfolio, nature, culture, geographical spread and its status as a listed Company.

When a proposal is made for the (re)appointment of a new supervisory director, the Supervisory Board primarily looks at the expertise, experience and independence of the candidate. The diversity policy will be considered in the preparation of the (re)appointment.

The composition of the Supervisory Board shall be such that the combination of experience, expertise and independence of its members will enable the Supervisory Board in the best way to perform its duties towards the Company and the stakeholders of the Company (including its shareholders). Without prejudice to Article 2.1, the Supervisory Board has designated the following members to be primarily responsible for the following areas:



- Financial administration and accounting; internal risk management and control systems: at least two members, presently Ms. G.E.A. Reijnen and Ms. M.G. Kleinsman;
- Management strategy and risks inherent to the Company's business: at least one member, presently C. Verhaar;
- Management selection, nomination and selection: at least three members, presently Mr. D.J. Lucquin, Ms. G.E.A. Reijnen, Mr. J.S. Wolfson;
- Enforcement of the law (including European rules and directives), Articles of Association, stock exchange rules, corporate governance and compliance: at least two members, presently all members of the Supervisory Board;
- Shareholder and employee relations: at least one member, presently the Chairperson.

The following members of the Supervisory Board have relevant expertise in accounting or auditing:
Ms. M.G. Kleinsman and Ms. G.E.A. Reijnen.