

## **SUPERVISORY BOARD PROFILE**

The Supervisory Board should consist of generalists with an appreciation of disciplines other than their own. Expertise and experience in the following fields should be represented on the Board:

1. general management (large, internationally operating companies)
  2. audit & accounting
  3. social policy, organization, and management development
  4. legal (corporate, international and socio-economic)
  5. commercial/marketing
  6. information technology and cybersecurity
  7. business and the community, politics, and the public sector (domestic and international)
- The Supervisory Board shall consist of at least three persons, in accordance with article 21.1 of the Articles of Association. The Supervisory Board aims at having no less than five and no more than 9 members at any point in time.
  - The Supervisory Board strives to have a diverse composition, in accordance with the Diversity Policy below.
  - The Supervisory Board aims at having all of its members independent from the company, based on the criteria of independence as set out in Best Practice Provision 2.1.8 of the Dutch Corporate Governance Code. The Supervisory Board will in any event comply with the stipulations regarding independence as set out in Best Practice Provision 2.1.7 of the Dutch Corporate Governance Code.

### **Diversity Policy**

The Supervisory Board recognizes the importance of diversity. Elements of diversity include nationality, gender, age, and expertise:

- It is desirable that the composition of the Supervisory Board should reflect the international nature and geographic scope of the company through members with diverse nationalities and experience.
- It is the aim of the Supervisory Board and the Executive Board to have a representation of at least 30% male and at least 30% female, both in the Supervisory Board, the Executive Board, and at the Division CEO level in accordance with Dutch corporate governance standards.

- The composition comprises expertise within the broad information industry as well as specific market segments in which the company operates.

### **Miscellaneous**

The Supervisory Board discusses at least once a year, without the Executive Board being present, the composition and competence of the Supervisory Board.<sup>1</sup>

Each material change to the Supervisory Board Profile will be discussed at the General Meeting of Shareholders.<sup>2</sup>

This Supervisory Board Profile must be taken into account on each (re)appointment of members of the Supervisory Board.<sup>3</sup>

This Supervisory Board Profile is posted on the Company's website, along with the competence matrix and the rotation plan.<sup>4</sup>

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<sup>1</sup> Dutch Corporate Governance Code, best practice provision 2.2.6.

<sup>2</sup> Section 2:158 Dutch Civil Code.

<sup>3</sup> Dutch Corporate Governance Code, Best Practice Provision 2.2.2.

<sup>4</sup> Dutch Corporate Governance Code, best practice provision 2.1.1.