

SUPERVISORY BOARD COMPETENCES MATRIX

Name	General management (large, internationally operating companies)	Audit & accounting*	Organization and management development	Legal (corporate and international)	Commercial & marketing	Information technology and cybersecurity	Sustainability/ESG and non-financial reporting
Ms. Ann Ziegler	✓	✓	✓	✓			✓
Mr. Jack de Kreij	✓	✓	✓		✓	✓	✓
Mr. Hikmet Ersek	✓		✓		✓	✓	
Ms. Anjana Harve	✓				✓	✓	
Ms. Heleen Kersten			✓	✓			✓
Ms. Rose Lee	✓		✓		✓		✓
Mr. David Sides	✓	✓	✓		✓	✓	
Ms. Sophie Vandebroek	✓		✓			✓	✓
Mr. Chris Vogelzang	✓	✓	✓		✓		

*One member of the Audit Committee should have expertise with respect to financial reporting and the audit of the Financial Statements, in accordance with the Dutch Audit Committee Decree (*Besluit instelling auditcommissie van Besluit van 26 juli 2008*)