

SUPERVISORY BOARD COMPETENCES MATRIX

Name	General management (large internationally operating companies)	Audit & accounting*	Social policy, organization, and management development	Legal (corporate, international, and socio-economic)	Marketing & Commercial	Information technology and cybersecurity	Business and the community, politics, and the public sector (domestic and international)
Ms. Ann Ziegler	✓	✓	✓	✓		✓	
Mr. Jack de Kreij	✓	✓	✓	✓	✓	✓	
Ms. Jeanette Horan	✓		✓		✓	✓	
Ms. Heleen Kersten	✓		✓	✓			✓
Ms. Sophie Vandebroek	✓		✓			✓	✓
Mr. Chris Vogelzang	✓	✓	✓		✓		

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