

**SUPERVISORY BOARD COMPETENCES MATRIX**

<b>Name</b>	<b>General management (large internationally operating companies)</b>	<b>Audit &amp; accounting*</b>	<b>Social policy, organization, and management development</b>	<b>Legal (corporate, international and socio-economic)</b>	<b>Marketing &amp; Commercial</b>	<b>Information technology and cybersecurity</b>	<b>Business and the community, politics, and the public sector (domestic and international)</b>
Ms. Ann Ziegler	✓	✓	✓	✓		✓	
Mr. Jack de Kreij	✓	✓	✓	✓	✓	✓	
Mr. Bertrand Bodson	✓		✓		✓	✓	
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)