

RANDSTAD N.V.

BY-LAWS SUPERVISORY BOARD

CONTENTS

Clause		Page
1.	Supervisory Board Profile, Size, Expertise and Independence; Diversity Policy	3
2.	(Re)Appointment; Term of Office; Resignation	5
3.	Chair and Vice-Chair	6
4.	Company Secretary	7
5.	Committees	8
6.	General Duties and Powers; Relation with the Executive Board	9
7.	Duties regarding the Activities of the Executive Board	9
8.	Duties regarding the (Performance of) Executive Board Members and Supervisory Board Members	10
9.	Certain Other Duties of the Supervisory Board	11
10.	Supervision of Financial and Sustainability Reporting	12
11.	Duties regarding Nomination and Assessment of the External Auditor	13
12.	Remuneration of Executive Board Members	14
13.	Relation with the Shareholders	15
14.	Frequency, Notice, Agenda and Venue of Meetings	16
15.	Attendance of and Admittance to Meetings	16
16.	Chair of the Meeting; Reports	17
17.	Decision-making within the Supervisory Board	17
18.	Conflicts of Interest of Supervisory Board Members	18
19.	Remuneration of Supervisory Board Members	19
20.	Introduction Programme, Ongoing Training and Education	19
21.	Other Positions	20
22.	Holding and Trading Securities	20
23.	Confidentiality	20
24.	Miscellaneous	20
Annex		
1.	List of Definitions	22
2.	Supervisory Board Profile	24
3.	Rotation Plan Supervisory Board	27
4.	List of Approval Supervisory Board	28
5.	Information to be included in the report of the Supervisory Board	30
6.	Information to be included in the Remuneration Report	31
7.	External Auditor Independence Policy	32

INTRODUCTION

- 0.1 These By-Laws are established pursuant to article 17 of the Articles of Association and best practice provision 2.3.1 of the Dutch Corporate Governance Code.
- 0.2 These By-Laws are complementary to the provisions regarding the Supervisory Board and the Supervisory Board members as contained in relevant laws and regulations, the Articles of Association and the rules pertaining to the relationship between Executive Board and Supervisory Board as contained in the By-Laws of the Executive Board (which have been approved by the Supervisory Board).
- 0.3 These By-Laws are posted on the Company's website.¹
- 0.4 The meaning of certain capitalised or uncapitalised terms used in these By-Laws is set forth in the List of Definitions attached as **Annex 1**.

CHAPTER I COMPOSITION OF THE SUPERVISORY BOARD; POSITIONS; COMMITTEES

1. SUPERVISORY BOARD PROFILE, SIZE, EXPERTISE AND INDEPENDENCE; DIVERSITY POLICY

- 1.1 The Supervisory Board should be composed in such a way as to ensure a degree of diversity appropriate to the Company with regard to expertise, experience, competencies, other personal qualities, sex or gender identity, age, nationality and cultural or other background.²
- 1.2 The Supervisory Board shall prepare a profile of its size and composition, taking account of the nature of the Company and its affiliated enterprise (the **Supervisory Board Profile**). The Supervisory Board Profile shall address:³
 - (a) the desired expertise and background of the Supervisory Board members;
 - (b) the desired diverse composition of the Supervisory Board as expressed in the D&I policy;
 - (c) the size of the Supervisory Board; and
 - (d) the independence of the Supervisory Board members.

The current Supervisory Board Profile is attached as **Annex 2**.

- 1.3 The Supervisory Board adopts a policy on diversity and inclusion (**D&I**) with regard to the composition of the Supervisory Board that should in any case set specific, appropriate and ambitious targets in order to achieve a good balance in gender diversity and the other D&I aspects of relevance to the Company with regard to the composition of the Supervisory Board.⁴
- 1.4 The number of Supervisory Board members is determined by the Supervisory Board, taken into account the statutory gender diversity requirements.⁵ In determining the number of members, the general criterion is that the Supervisory Board must be of a size that will enable it to function decisively and effectively as a sounding board for the Executive Board, and each member of the Supervisory Board must have the opportunity to contribute his or her particular expertise.

¹ Dutch Corporate Governance Code, best practice provision 2.3.1

² Dutch Corporate Governance Code, Principle 2.1.

³ Dutch Corporate Governance Code, best practice provision 2.1.1.

⁴ Dutch Corporate Governance Code, best practice provision 2.1.5.

⁵ Section 2:142b Dutch Civil Code.

- 1.5 The Supervisory Board shall endeavour to ensure, within the limits of its powers, that it is at all times composed so that:
- (a) each Supervisory Board member has the specific expertise required to perform his duties within the framework of his role within the Supervisory Board Profile;⁶
 - (b) each Supervisory Board member is capable of assessing the broad outline of the overall policy;⁷
 - (c) the Supervisory Board as a whole matches the Supervisory Board Profile and that the composition of the Supervisory Board is such that it ensures a degree of diversity appropriate to the Company with regard to expertise, experience, competencies, other personal qualities, sex or gender identity, age, nationality and cultural or other background;⁸
 - (d) at least one Supervisory Board member shall have competence in accounting and auditing [and at least one Supervisory Board member has competence in [sustainability] [and at least one Supervisory Board member has competence in] [digitisation]];⁹
 - (e) its members are able to act critically and independently of one another, the Executive Board and any particular interests involved; in order to safeguard this the Supervisory Board is composed so that:¹⁰
 - (i) any one of the criteria referred to in clause 1.6(a) to (e) inclusive are applicable to at most one Supervisory Board member;
 - (ii) for each shareholder or group of affiliated shareholders who directly or indirectly hold more than ten percent of the shares in the Company, there is at most one Supervisory Board member who can be considered to be affiliated with or representing them as stipulated in clause 1.6(f) and (g); and
 - (iii) the total number of Supervisory Board members to whom the criteria referred to in clause 1.6 are applicable shall account for less than half of the total number of Supervisory Board members; and
 - (f) all Supervisory Board members observe the restrictions regarding the nature and number of their other positions as set forth in clause 21.
- 1.6 A Supervisory Board member is not independent if the following criteria of dependence apply to him. These criteria are that the Supervisory Board member concerned, his spouse, registered partner or other life companion, foster child or relative by blood or marriage up to the second degree:¹¹
- (a) has been an employee or member of the Executive Board of the Company or an affiliated company (as referred to in Section 5:48 of the Financial Supervision Act) in the five years prior to their appointment as Supervisory Board member;¹²
 - (b) receives personal financial compensation from the Company, or an affiliated company, other than the compensation received for the work performed as a Supervisory Board member and in so far as this is not keeping with the ordinary business operations;

⁶ Dutch Corporate Governance Code, best practice provision 2.1.4.

⁷ Dutch Corporate Governance Code, best practice provision 2.1.4.

⁸ Dutch Corporate Governance Code, Principle 2.1.

⁹ Audit Committee Decree 2016, section 2(3); Dutch Corporate Governance Code, Explanatory note best practice provision 2.1.4.

¹⁰ Dutch Corporate Governance Code, best practice provision 2.1.7.

¹¹ Dutch Corporate Governance Code, best practice provision 2.1.8.

¹² This provision is interpreted by the Company in the way that temporary employment work with (a client of) the Company does not fall within the scope of the term employment.

- (c) has had an important business relationship with the Company or an affiliated company in the year prior to the appointment;
- (d) is a member of the management board of a company in which a member of the Executive Board is a supervisory board member;
- (e) has temporarily managed the Company during the previous twelve months due to vacant seats on the Executive Board, or because Executive Board members were unable to perform their duties;
- (f) has a shareholding in the Company of at least ten percent, taking into account the shareholding of natural persons or legal entities cooperating with him on the basis of an express or tacit, verbal or written agreement; or
- (g) is a member of the management board or supervisory board, or a representative in some other way, of a legal entity which holds at least ten per cent of the shares in the Company's capital, unless such entity is a member of the same group as the Company.

2. (RE)APPOINTMENT; TERM OF OFFICE; RESIGNATION

- 2.1 The members of the Supervisory Board are appointed by the General Meeting.
- 2.2 The Supervisory Board nominates one or more candidates for appointment, taking into account the D&I policy adopted by the Supervisory Board with regard to its composition¹³. Any nomination or recommendation by the Supervisory Board for appointment or reappointment of a Supervisory Board member must be in accordance with clause 1, including the Supervisory Board Profile. On reappointment, account must be taken of the candidate's past performance as a Supervisory Board member.¹⁴
- 2.3 A nomination or recommendation to the General Meeting to appoint a Supervisory Board member shall state the candidate's age, his profession, the amount and number of shares he holds in the Company's capital and the positions he holds or has held, insofar as these are relevant for the performance of the duties of a Supervisory Board member. Furthermore, the legal entities of whose supervisory boards he is also a member of must be listed; if those include legal entities which belong to the same group, reference to that group is sufficient. The recommendation or nomination for appointment or reappointment shall state the reasons on which it is based.¹⁵
- 2.4 A Supervisory Board member shall be appointed for a period of four years and may then be reappointed once for a period of four years. A Supervisory Board member may then subsequently be reappointed again for a period of two years, which appointment may be extended by at most two years. For a reappointment after an eight-year period, reasons must be provided in the Report of the Supervisory Board.¹⁶
- 2.5 A Supervisory Board member nominated for appointment shall attend the General Meeting at which votes will be cast on his appointment.¹⁷
- 2.6 Supervisory Board members shall retire periodically in accordance with a rotation plan to be drawn up by the Supervisory Board in order to avoid, as far as possible, a situation in which many Supervisory Board members retire at the same time.¹⁸ The current rotation plan is attached as **Annex 3**. The Supervisory Board may at any time amend the rotation plan. Amendments to the rotation

¹³ Dutch Corporate Governance Code, best practice provision 2.1.5.

¹⁴ Section 2:142 Dutch Civil Code.

¹⁵ Section 2:142 Dutch Civil Code.

¹⁶ Dutch Corporate Governance Code, best practice provision 2.2.2.

¹⁷ Dutch Corporate Governance Code, best practice provision 4.1.8.

¹⁸ Dutch Corporate Governance Code, best practice provision 2.2.4.

plan, however, do not permit a sitting member of the Supervisory Board to remain in office for a longer period than appointed for, or allow that he be asked to retire before his term has expired.¹⁹

- 2.7 The Supervisory Board shall ensure that the Company has a sound plan in place for the succession of Supervisory Board members that is aimed at retaining the balance in the requisite expertise, experience, diversity and independence. Due regard must be given to the Supervisory Board Profile in drawing up that plan.²⁰
- 2.8 A Supervisory Board member shall retire early in the event of inadequate performance, structural incompatibility of interests, and in any other instances where deemed necessary by the Supervisory Board.²¹
- 2.9 A Supervisory Board member who is temporarily charged with the management of the Company when seats on the Executive Board are vacant or Executive Board members are unable to fulfil their duties, shall resign from the Supervisory Board.²²

3. CHAIR AND VICE-CHAIR

- 3.1 The Supervisory Board shall elect a Chair and a Vice-Chair from among its members. The Chair shall not be a former member of the Executive Board and shall be independent within the meaning of clause 1.6.²³
- 3.2 The Vice-Chair replaces, and assumes the powers and duties of, the Chair in the latter's absence. The Vice-Chair acts as a contact for individual Supervisory Board and Executive Board members concerning the functioning of the Chair.²⁴
- 3.3 The Chair shall act as the spokesman of the Supervisory Board and is the main contact on behalf of the Supervisory Board for the CEO, the Executive Board as a whole and for the shareholders.²⁵ The CEO and the Chair shall meet on a regular basis.²⁶ As a general rule, the Chair presides over General Meetings.
- 3.4 Without prejudice to the generality of clause 3.3, the Chair in any case sees to it that:²⁷
- (a) Supervisory Board members, when appointed, follow the introduction programme and, as needed, additional education or training programmes;²⁸
 - (b) the Supervisory Board members receive all information necessary for the proper performance of their duties in a timely manner;
 - (c) there is sufficient time for deliberation and decision-making by the Supervisory Board;
 - (d) the Supervisory Board and the Committees function properly;
 - (e) the functioning of individual Executive Board members and individual Supervisory Board members is assessed at least annually;
 - (f) the Supervisory Board elects a Vice-Chair;

¹⁹ Dutch Corporate Governance Code, best practice provision 2.2.4.

²⁰ Dutch Corporate Governance Code, best practice provision 2.2.4 also in connection with best practice provision 2.1.1.

²¹ Dutch Corporate Governance Code, best practice provision 2.2.3.

²² Dutch Corporate Governance Code, best practice provision 2.3.9.

²³ Dutch Corporate Governance Code, best practice provision 2.1.9.

²⁴ Dutch Corporate Governance Code, best practice provision 2.3.7 and 2.4.3.

²⁵ Dutch Corporate Governance Code, best practice provision 2.4.3.

²⁶ Dutch Corporate Governance Code, best practice provision 2.3.6.

²⁷ Dutch Corporate Governance Code, best practice provision 2.3.6.

²⁸ Dutch Corporate Governance Code, best practice provision 2.4.5.

- (g) the Supervisory Board has proper contact with the Executive Board and the General Meeting;
- (h) the Executive Board performs activities in respect of culture;
- (i) the Supervisory Board recognises signs from the enterprise affiliated with the Company and ensures that any (suspicion of) material misconduct and irregularities are reported to the Supervisory Board without delay;
- (j) the General Meeting proceeds in an orderly and efficient manner;
- (k) effective communication with shareholders is assured; and
- (l) the Supervisory Board is involved closely, and at an early stage, in any merger or takeover processes.

3.5 In addition, the Chair is primarily responsible for:

- (a) ensuring the proper discharge by the Supervisory Board of its duties;
- (b) determining the agenda of Supervisory Board meetings and chairing such meetings;
- (c) consulting with external advisors appointed by the Supervisory Board;
- (d) addressing problems related to the performance of individual Supervisory Board members; and
- (e) addressing internal disputes and conflicts of interest concerning individual members of the Supervisory Board and the Executive Board and the possible resignation of such members as a result.

4. COMPANY SECRETARY²⁹

4.1 The Supervisory Board is assisted by the Company Secretary, who is appointed by the Executive Board, after approval by the Supervisory Board. The Company Secretary must be or has to become a resident of The Netherlands. The Company Secretary may be removed by the Executive Board after approval by the Supervisory Board.

4.2 All Supervisory Board members have access to the advice and services of the Company Secretary.

4.3 The Company Secretary sees to it that correct Supervisory Board procedures are followed and that the obligations of the Supervisory Board under the law, the Articles of Association and the by-laws are complied with. The Company Secretary shall facilitate the provision of information of the Executive Board and the Supervisory Board. The Company Secretary shall support the Chair in the organisation of the affairs of the Supervisory Board (information, agenda, reporting of meetings, evaluation, training programme, etc.). The Company Secretary is as such also the secretary of the Supervisory Board.

4.4 The Company Secretary may delegate his duties under these By-Laws, or parts thereof, to one (or more) deputy (or deputies) appointed by him in consultation with the CEO and the Chair, provided however that such delegate is a resident of The Netherlands.

4.5 If the Company Secretary also undertakes work for the Executive Board and notes that the interests of the Executive Board and the Supervisory Board diverge, as a result of which it is unclear which interests the Company Secretary should represent, he shall report this to the Chair.

²⁹ See also clause 5 of the Executive Board By-Laws and Dutch Corporate Governance Code, best practice provision 2.3.10.

4.6 The Company Secretary also performs activities for the Executive Board, as provided for in the By-Laws of the Executive Board.

5. COMMITTEES

5.1 The Supervisory Board may appoint standing and/or ad hoc Committees from among its members, which are charged with tasks specified by the Supervisory Board. The composition of any Committee is determined by the Supervisory Board. The Supervisory Board shall, in any event, establish an Audit Committee, a Remuneration Committee, a Nomination Committee and a Technology Committee.³⁰ The ad hoc Strategy Committee intermittently prepares the discussion of the strategy in the full Supervisory Board.

5.2 The Supervisory Board remains collectively responsible for decisions prepared by Committees from among its members.³¹ The Supervisory Board may attribute powers to a Committee. A Committee may only exercise such powers as are explicitly attributed to it and may never exercise powers beyond those exercisable by the Supervisory Board as a whole. The Supervisory Board may, partial or in full, revoke any power attributed to a Committee.

5.3 Each Committee must inform the Supervisory Board in a clear and timely way of the manner in which it has used delegated authority and of any major development in the area of its responsibilities. All Supervisory Board members have unrestricted access to all Committee meetings and records. The Supervisory Board shall, within the term specified in the terms of reference of the Committee concerned, receive a report from each Committee of its deliberations and findings.³²

5.4 The Supervisory Board shall establish terms of reference for each Committee and may amend these at any time. The terms of reference shall indicate the role and responsibility of the Committee concerned, its composition and the manner in which it performs its duties.³³ The Supervisory Board as a rule has no "delegated Supervisory Board member" (*gedelegeerd commissaris*). Under special circumstances, however, the Supervisory Board may resolve to appoint a "delegated Supervisory Board member", in which case best practice provision 2.3.8 of the Dutch Corporate Governance Code shall apply in full.

CHAPTER II DUTIES AND POWERS

6. GENERAL DUTIES AND POWERS; RELATION WITH THE EXECUTIVE BOARD

6.1 The Supervisory Board supervises the manner in which the Executive Board implements the strategy for sustainable long-term value creation. The Supervisory Board regularly discusses the strategy, the implementation of the strategy and the principal risks associated with it.³⁴

6.2 The Supervisory Board is charged with the supervision of the Executive Board, the general course of affairs of the Company and the affiliated enterprise. The Supervisory Board assists the Executive Board with advice.³⁵ The responsibility for the proper performance of its duties is vested collectively in the Supervisory Board.

6.3 In performing its duties the Supervisory Board shall act in accordance with the interests of the Company and the affiliated enterprise, taking into consideration the impact the actions of the

³⁰ Dutch Corporate Governance Code, Principle 2.3 and best practice provision 2.3.2.

³¹ Dutch Corporate Governance Code, best practice provision 2.3.2.

³² Dutch Corporate Governance Code, best practice provision 2.3.5.

³³ Dutch Corporate Governance Code, best practice provision 2.3.3.

³⁴ Dutch Corporate Governance Code, best practice provision 1.1.3.

³⁵ Section 2:140 (2) Dutch Civil Code.

Company and its affiliated enterprise have on people and the environment and to that end weighs the interests of the stakeholders.³⁶

- 6.4 The Supervisory Board members shall externally express concurring views with respect to important affairs, matters of principle and matters of general interest, without jeopardising the responsibilities of individual Supervisory Board members.
- 6.5 Notwithstanding the provisions of clause 7.3 of these By-Laws and clause 11.4 of the By-Laws of the Executive Board, the Supervisory Board and its individual members each have responsibility for obtaining all information from the Executive Board, the Business Risk & Audit Function and the External Auditor needed to enable them to carry out their duties properly as a supervisory body. If deemed necessary by the Supervisory Board, it may obtain information from officers and external advisers of the Company. The Company shall provide the necessary means for this purpose. The Supervisory Board may require that certain officers and external advisers attend its meetings.³⁷
- 6.6 Each member of the Supervisory Board has access to the books, records and offices of the Company in so far as required or as is useful for the proper performance of his duties. The Supervisory Board member shall exercise this right in consultation with the Chair and the Company Secretary, unless the applicable terms of reference of a Committee dictate otherwise.
- 6.7 The Supervisory Board stimulates a culture of openness and accountability between the Supervisory Board and the Executive Board.³⁸

7. DUTIES REGARDING THE ACTIVITIES OF THE EXECUTIVE BOARD

- 7.1 The supervision of the Executive Board by the Supervisory Board shall include *inter alia*:
- (a) the sustainable long-term value creation of the Company and its affiliated enterprise and the impact the actions of the Company and its affiliated enterprise have on people and the environment and to that end weighing of the interests of stakeholders involved;³⁹
 - (b) activities of the Executive Board regarding the creation of a culture aimed at sustainable long-term value creation of the Company and its affiliated enterprise;⁴⁰
 - (c) the Global Business Risk & Audit function;⁴¹
 - (d) the effectiveness of the internal risk management and control systems;⁴²
 - (e) the integrity and quality of the financial and sustainability reporting;⁴³
 - (f) the information- and communication technology (ICT) systems of the Company and the managing of the risks associated with cybersecurity;⁴⁴
 - (g) the safeguarding of the Executive Board's expertise and responsibilities and process of providing information to the Supervisory Board;⁴⁵

³⁶ Section 2:140 (2) Dutch Civil Code and Dutch Corporate Governance Code, Principle 1.1.

³⁷ Dutch Corporate Governance Code, best practice provision 2.4.8 and 2.4.9.

³⁸ Dutch Corporate Governance Code, best practice provision 2.4.1.

³⁹ Dutch Corporate Governance Code, Principle 1.1 and best practice provision 1.1.2.

⁴⁰ Dutch Corporate Governance Code, Principle 2.5.

⁴¹ Dutch Corporate Governance Code, Principle 1.3.

⁴² Dutch Corporate Governance Code, Principle 1.5.

⁴³ Dutch Corporate Governance Code, Principle 1.5.

⁴⁴ See clause 7.1(i) of the Executive Board By-Laws.

⁴⁵ Dutch Corporate Governance Code, best practice provision 2.1.3.

- (h) the establishment and maintenance of internal procedures which ensure that all relevant information is known to the Executive Board and the Supervisory Board in a timely fashion;⁴⁶
- (i) the risks associated with the remuneration structure for employees of the Company and its affiliated enterprise;⁴⁷ and
- (j) the relation with the shareholders of the Company,⁴⁸ and the compliance with laws and regulations.

7.2 The resolutions of the Executive Board listed in **Annex 4** are subject to the approval of the Supervisory Board.

7.3 The Executive Board shall provide the Supervisory Board each quarter, in a timely manner, with a report with detailed information on the financial situation and development of the Company and its Subsidiaries, and among other things, mergers and acquisitions, material investments, major organizational issues, regulatory developments and other relevant issues, which will be drafted in the format agreed upon from time to time between the Executive Board and the Supervisory Board.

8. DUTIES REGARDING THE (PERFORMANCE OF) EXECUTIVE BOARD MEMBERS AND SUPERVISORY BOARD MEMBERS

8.1 The duties of the Supervisory Board regarding the members of the Executive Board specifically include:

- (a) the adoption of the D&I policy for the composition of the Executive Board;⁴⁹
- (b) the selection and nomination of members of the Executive Board,⁵⁰ the submission of proposals for the remuneration policy for members of the Executive Board to the General Meeting, the determination of the remuneration (in accordance with the adopted remuneration policy) and the contractual employment conditions of Executive Board members;⁵¹
- (c) determination of the number of Executive Board members, the designation of the chair of the Executive Board⁵², the approval (or proposal, where useful) of changes to the division of tasks within the Executive Board or the By-Laws of the Executive Board;⁵³
- (d) the assessment of the functioning of the Executive Board and its individual members; the approval of additional positions of the Executive Board to the extent required under the By-Laws of the Executive Board;⁵⁴ and
- (e) to address conflict of interest issues between the Company and members of the Executive Board.⁵⁵

8.2 The duties of the Supervisory Board in relation to the members of the Supervisory Board specifically include:

- (a) the adoption of the D&I policy for the composition of the Supervisory Board;⁵⁶

⁴⁶ Dutch Corporate Governance Code, best practice provision 2.4.7.

⁴⁷ Dutch Corporate Governance Code 2016, explanatory notes re Principle 1.2.

⁴⁸ Dutch Corporate Governance Code, best practice provision 4.1.1.

⁴⁹ Dutch Corporate Governance Code, best practice provision 2.1.5.

⁵⁰ See also clause 1.1 of the Executive Board By-Laws and the terms of reference of the Governance and Nomination Committee.

⁵¹ See also clause 12 of these By-Laws, the terms of reference of the Remuneration Committee and clause 19 of the Executive Board By-Laws.

⁵² See the options in clause 2.1 of the Executive Board By-Laws.

⁵³ See also clause 1 of the Executive Board By-Laws.

⁵⁴ See also clause 19 of the Executive Board By-Laws.

⁵⁵ See also clause 17 of the Executive Board By-Laws; Dutch Corporate Governance Code, best practice provision 2.7.3 and Section 2:169(4) DCC.

⁵⁶ Dutch Corporate Governance Code, best practice provision 2.1.5.

- (b) the selection and nomination of members of the Supervisory Board and proposals to the General Meeting for the remuneration of members of the Supervisory Board;
- (c) the determination of the number of Supervisory Board members, the appointment of a Chair and Vice-Chair, the establishment of Committees and defining their role, the evaluation of the functioning of the Supervisory Board, its Committees and the individual members of the Supervisory Board (including an evaluation of the of the Supervisory Board Profile and the introduction, education and training programme); the approval of other positions of Supervisory Board members to the extent required under clause 21; and
- (d) to address conflict of interest issues between the Company and members of the Supervisory Board (see also clause 3.5(e)).⁵⁷

8.3 At least once a year the Supervisory Board shall, without the Executive Board being present, evaluate its own functioning, the functioning of its Committees and that of the individual Supervisory Board members, and discuss the conclusions that must be drawn on the basis thereof. Attention shall be paid to:

- (a) substantive aspects, conduct and culture, the mutual interaction and collaboration, and the interaction with the Executive Board;
- (b) events that occurred in practice from which lessons may be learned; and
- (c) the desired profile, the composition, competencies and expertise of the Supervisory Board.⁵⁸

8.4 The annual evaluation should, in principle every three years, take place under the supervision of an external expert.⁵⁹

8.5 At least once a year the Supervisory Board shall, without the Executive Board being present, evaluate the functioning of the Executive Board as a whole and the functioning of its individual members, and discuss the conclusions that must be drawn on the basis thereof, such also in light of the succession of Executive Board members.⁶⁰

9. CERTAIN OTHER DUTIES OF THE SUPERVISORY BOARD

9.1 The other duties of the Supervisory Board include:

- (a) duties regarding the External Auditor as described in clause 11 and the terms of reference of the Audit Committee;
- (b) the handling of complaints about actual (or suspected) misconduct regarding the functioning of members of the Executive Board;⁶¹
- (c) monitoring the operation of the procedure for reporting actual or suspected misconduct or irregularities, appropriate and independent investigations into signs of misconduct or irregularities, and, if misconduct or irregularity has been discovered, an adequate follow-up of any recommendations for remedial actions; in cases where the Executive Board itself is involved, the Supervisory Board may initiate its own investigation into any signs of misconduct or irregularities, and coordinate this investigation.⁶²

⁵⁷ See also clause 19 of these By-Laws, Dutch Corporate Governance Code, best practice provision 2.7.3 and Section 2:169(4) DCC..

⁵⁸ Dutch Corporate Governance Code, best practice provision 2.2.6.

⁵⁹ Dutch Corporate Governance Code, best practice provision 2.2.6.

⁶⁰ Dutch Corporate Governance Code, best practice provision 2.2.7.

⁶¹ See also clause 6.6 Executive Board By-Laws; Dutch Corporate Governance Code, best practice provision 2.6.2.

⁶² Dutch Corporate Governance Code, best practice provision 2.6.5.

- (d) the taking of measures for the temporary management of the Company if a member of the Executive Board is absent or prevented from performing his duties;
- (e) other duties the Supervisory Board is charged with under legislation, the Articles of Association, these By-Laws, the terms of reference of a Committee or the By-Laws of the Executive Board.

9.2 The Supervisory Board shall draw up a report to be included in the annual statement of the Company describing its activities in the financial year concerned and containing the specific statements and information listed in **Annex 5**.⁶³

9.3 The Supervisory Board and the Executive Board are jointly responsible for the corporate governance structure of the Company, compliance with the Dutch Corporate Governance Code and any other applicable legislation and regulations.⁶⁴

10. SUPERVISION OF FINANCIAL AND SUSTAINABILITY REPORTING

10.1 The Supervisory Board supervises compliance with internal procedures established by the Executive Board for the preparation and publication of the Report of the Executive Board, the Report of the Supervisory Board, the Annual Accounts, the interim figures, (ad hoc) financial and sustainability information.⁶⁵

10.2 The Audit Committee shall regularly, and in any event as soon as possible, provide the Supervisory Board with reports on the Annual Accounts, and the interim figures, which will then be discussed at a meeting of the Supervisory Board. The Annual Accounts, the Report of the Executive Board and the report of the Supervisory Board for the year just ended shall be discussed in a meeting with the Supervisory Board within four months of this year's end. The interim figures of the Company for the respective period just ended shall be discussed in a meeting of the Executive Board with the Supervisory Board within two months of the end of this period.⁶⁶ These meetings are prepared by the Audit Committee.

10.3 The Audit Committee shall report to the Supervisory Board on its deliberations and findings regarding the issues referred to in clause 5.3 of the terms of reference of the Audit Committee, after which they will be discussed in a Supervisory Board meeting.⁶⁷

10.4 The External Auditor shall in any event attend the part of the meeting of the Supervisory Board at which the report of the External Auditor with respect to the audit of the Annual Accounts is discussed.⁶⁸ The Supervisory Board shall be permitted to examine the most important points of discussion arising between the External Auditor and the Executive Board based on the draft management letter or the draft audit report.⁶⁹

10.5 The line of contact between the Supervisory Board and the External Auditor is in principle through the chair of the Audit Committee. The External Auditor shall inform the Executive Board and the chair of the Audit Committee without delay if, during the performance of his duties, he discovers or suspects misconduct or irregularities within the Company and its affiliated enterprise. If the actual (or suspected) misconduct or irregularity pertains to the functioning of one or more Executive Board members, the External Auditor can report this directly to the Chair.⁷⁰

10.6 The Supervisory Board sees to it that the recommendations made by the External Auditor are considered carefully by the Executive Board and the Supervisory Board and, to the extent accepted,

⁶³ Dutch Corporate Governance Code, best practice provision 2.3.11.

⁶⁴ See Dutch Corporate Governance Code, part 'Compliance with the Code'.

⁶⁵ Dutch Corporate Governance Code 2008, best practice provision V.1.1 and Dutch Corporate Governance Code, Principle 1.5.

⁶⁶ See Section 5:25d Financial Supervision Act.

⁶⁷ Dutch Corporate Governance Code, best practice provision 1.5.3 and 1.5.4.

⁶⁸ Dutch Corporate Governance Code, best practice provision 1.7.6.

⁶⁹ Dutch Corporate Governance Code, best practice provision 1.7.5.

⁷⁰ Dutch Corporate Governance Code, best practice provision 2.6.3.

that they are actually carried out by the Executive Board. This supervision may be delegated to the Audit Committee.⁷¹

11. DUTIES REGARDING NOMINATION AND ASSESSMENT OF THE EXTERNAL AUDITOR

- 11.1 The External Auditor shall be appointed by the General Meeting.⁷² The Supervisory Board nominates a candidate for this appointment to the General Meeting and may recommend replacement of the External Auditor. The Supervisory Board sees to it that the intended appointment will be notified to the AFM by the Company in accordance with the relevant provisions of law.⁷³
- 11.2 The Supervisory Board gives the External Auditor a general idea of the content of the reports relating to their functioning.⁷⁴ The Audit Committee shall report annually to the Supervisory Board on the functioning of, and the developments in, the relationship with the External Auditor. The Audit Committee shall advise the Supervisory Board regarding the nomination with respect to the External Auditor's appointment or reappointment or dismissal and shall prepare the selection of the External Auditor. The Audit Committee gives due consideration to the Executive Board observations. The Supervisory Board shall take this into account when deciding its nomination to the General Meeting for the appointment of an External Auditor.⁷⁵
- 11.3 The main conclusions of the Supervisory Board regarding the External Auditor's nomination and the outcomes of the External Auditor selection process shall be communicated to the General Meeting.⁷⁶ If the Supervisory Board does not accept the Audit Committee's advice concerning the External Auditor's appointment, the reasons for this decision must be stated in the proposal to the General Meeting.⁷⁷
- 11.4 The Supervisory Board resolves, on a proposal submitted by the Audit Committee, on the External Auditor's engagement to audit the financial statements.⁷⁸ By way of implementation of the decision of the General Meeting, or as the case may be of the Supervisory Board or Executive Board⁷⁹, to appoint the External Auditor, the Supervisory Board will on behalf of the Company enter into an agreement to that effect with the External Auditor.
- 11.5 The External Auditor Independence Policy is attached as **Annex 7**. When appointed, the External Auditor is requested to state explicitly to the Company:
- (a) to comply and continue to comply with the requirements regarding independency as included in the Act on the Supervision of Audit Organisations and other applicable laws and regulations; and
 - (b) that he has been informed of all matters provided for in the Executive Board By-Laws, these By-Laws and the terms of reference of the Audit Committee, that he agrees with and will co-operate fully with their implementation.

12. REMUNERATION OF EXECUTIVE BOARD MEMBERS

- 12.1 The Supervisory Board shall be responsible for formulating the remuneration policy of the Executive Board on a proposal by the Remuneration Committee⁸⁰, and its implementation. The remuneration policy, including severance payment, shall be clear and easy to understand, focus on sustainable

⁷¹ Dutch Corporate Governance Code, best practice provision 1.5.1(i).

⁷² The External Auditor (the audit organisation) may be appointed for a term of maximum 10 years, see Section 17 EU-Regulation 537/2014 (change of responsible partner after 5 years, Section 24 Act on the Supervision of Audit Organisations)

⁷³ See Annex 6 of the Executive Board By-Laws.

⁷⁴ Dutch Corporate Governance Code, best practice provision 1.6.2.

⁷⁵ Dutch Corporate Governance Code, best practice provision 1.6.1.

⁷⁶ Dutch Corporate Governance Code, best practice provision 1.6.4.

⁷⁷ Section 16(5) EU-Regulation 537/2014.

⁷⁸ Dutch Corporate Governance Code, best practice provision 1.6.3.

⁷⁹ See Section 2:393(2) Dutch Civil Code.

⁸⁰ Dutch Corporate Governance Code, best practice provision 3.1.1.

long-term value creation for the Company and its affiliated enterprise and take into account the internal pay ratios within the enterprise. The remuneration policy shall not encourage Executive Board members to act in their own interest, nor to take risks that are not in line with the strategy formulated and the risk appetite that has been established.⁸¹ The remuneration policy will be put to a vote by the General Meeting at least every four years.⁸²

- 12.2 The Supervisory Board shall determine the remuneration of the individual Executive Board members on a proposal by the Remuneration Committee, within the scope of the remuneration policy adopted by the General Meeting.⁸³
- 12.3 The Remuneration Committee shall annually on behalf of the Supervisory Board prepare a Remuneration Report, in which the Supervisory Board renders account of the implementation of the remuneration policy in a transparent manner.⁸⁴ The Remuneration Report shall also contain the information as mentioned in **Annex 6**.⁸⁵
- 12.4 The Supervisory Board shall have the power to adjust upwards or downwards the value of a variable remuneration component conditionally awarded in a particular financial year if payment thereof is unacceptable according to standards of reasonableness and fairness.⁸⁶
- 12.5 The Supervisory Board may recover from the Executive Board members any variable remuneration awarded on the basis of incorrect financial data or other data about the realisation of targets, or circumstances that such remuneration was made conditional to, that underlie the variable remuneration (*claw back clause*).⁸⁷
- 12.6 The main elements of the contract of an Executive Board member with the Company shall, after its conclusion, be published on the Company's website at the latest at the date of the notice convening the General Meeting at which the appointment of the Executive Board member concerned will be proposed.⁸⁸

13. RELATION WITH THE SHAREHOLDERS

- 13.1 Where appropriate, the Supervisory Board shall ensure that all shareholders and other parties in the financial markets will be provided with equal and simultaneous information about matters that may influence the share price.⁸⁹
- 13.2 The Executive Board and the Supervisory Board shall ensure that the General Meeting is adequately provided with information.⁹⁰ The Executive Board and the Supervisory Board shall endeavour to procure that the General Meeting is provided with all requested information in time, unless this would be contrary to an overriding interest of the Company. If the Executive Board or the Supervisory Board invoke an overriding interest, they must give reasons.⁹¹
- 13.3 A proposal for approval or authorisation by the General Meeting shall be explained in writing. The Executive Board and the Supervisory Board shall in this explanation state all the facts and circumstances that are relevant for the approval or authorisation to be granted. The explanation to the agenda shall be posted on the Company's website.⁹²

⁸¹ Dutch Corporate Governance Code, Principle 3.1.

⁸² Section 2:135a(2) Dutch Civil Code.

⁸³ Dutch Corporate Governance Code, Principle 3.2 and best practice provision 3.2.1; Section 2:135 Dutch Civil Code.

⁸⁴ Dutch Corporate Governance Code, Principle 3.4.

⁸⁵ Dutch Corporate Governance Code, best practice provision 3.4.1.

⁸⁶ Section 2:135(6) Dutch Civil Code.

⁸⁷ Section 2:135(8) Dutch Civil Code.

⁸⁸ Dutch Corporate Governance Code, best practice provision 3.4.2.

⁸⁹ See also Section 5:25i FSA and Section 5:53 paragraph 1 FSA (*Wft*).

⁹⁰ Dutch Corporate Governance Code, Principle 4.2.

⁹¹ Dutch Corporate Governance Code, best practice provision 4.2.1.

⁹² Dutch Corporate Governance Code, best practice provision 4.1.4.

- 13.4 The Executive Board and the Supervisory Board ensure that each substantial change in the corporate governance structure of the Company and in the compliance with the Dutch Corporate Governance Code will be dealt with as separate agenda items.⁹³
- 13.5 The Executive Board and the Supervisory Board ensure compliance with all applicable legislation and regulations with respects to the rights of the General Meeting and the related rights of individual shareholders.
- 13.6 When a takeover bid for (depository receipts for) shares in the Company is being prepared, in the event of a private bid for a business unit or a participating interest, where the value of the bid exceeds the threshold referred to in Section 2:107a(1)(c) of the Dutch Civil Code, and/or in the event of other substantial changes in the structure of the organisation, the Executive Board shall ensure that the Supervisory Board is involved in the takeover process and/or the change in structure closely and in a timely fashion.⁹⁴
- 13.7 If a takeover bid has been announced or made for (depository receipts for) shares in the Company and the Executive Board receives a request from a third competing bidder for information regarding the Company, the Executive Board shall discuss such request without delay with the Supervisory Board.⁹⁵
- 13.8 The members of the Supervisory Board shall be present at the General Meetings of Shareholders, unless they are unable to attend for important reasons. Under certain circumstances, a member of the Supervisory Board may attend the General Meeting through means of electronic communication.
- 13.9 The Supervisory Board sees to it that the responsible partner (certifying auditor) of the firm of the External Auditor is present at the General Meeting and that he can address the meeting. The External Auditor may be questioned by the General Meeting in relation to his report on the fairness of the financial statements.⁹⁶
- 13.10 The General Meetings of Shareholders are presided over by the Chair or, in his absence, the Vice-Chair. The Supervisory Board may designate someone else to preside over the meeting.
- 13.11 The Supervisory Board shall endeavour that minutes on the proceedings of the General Meeting are made available to the shareholders of the Company by publication on the Company's website no later than three months after the end of the meeting, following which the shareholders have another three months in which to respond to the report. The report is then adopted in the manner provided for in the Articles of Association,⁹⁷ by the chair and the secretary of the meeting. The provisions of this clause 13.11 may be disregarded if a notarial deed is drawn up of the minutes of the proceedings. After adoption the report (or the minutes as laid down in a notarial deed of proceedings) is posted as soon as possible on the Company's website. Also, results of the voting in resolutions adopted by the General Meeting are posted on the Company's website ultimately on the fifteenth day after the meeting, where they are accessible for at least one year.⁹⁸
- 13.12 A resolution of the General Meeting may be disclosed externally through a statement from the Chair.

⁹³ Dutch Corporate Governance Code, best practice provision 4.1.3(vii).

⁹⁴ Dutch Corporate Governance Code, best practice provision 2.8.1.

⁹⁵ Dutch Corporate Governance Code, best practice provision 2.8.2.

⁹⁶ Dutch Corporate Governance Code, best practice provision 4.1.9.

⁹⁷ Dutch Corporate Governance Code, best practice provision 4.1.10.

⁹⁸ See Section 5:25ka paragraph 3 and 4.

CHAPTER III

SUPERVISORY BOARD MEETINGS; DECISION-MAKING

14. FREQUENCY, NOTICE, AGENDA AND VENUE OF MEETINGS

- 14.1 The Supervisory Board shall meet as often as deemed necessary for the proper functioning of the Supervisory Board. The Supervisory Board shall meet at least six times a year. Meetings shall be scheduled annually as much as possible in advance. The Supervisory Board shall also meet earlier than scheduled if this is deemed necessary by the Chair, two other members of the Supervisory Board, or the Executive Board.
- 14.2 Meetings of the Supervisory Board are in principle called by the Company Secretary on behalf of the Chair. Save in urgent cases to be determined by the Chair the agenda and enclosures for a meeting shall be sent to all Supervisory Board members well in advance of the meeting. For each item on the agenda an explanation in writing shall be provided, where possible, and/or other related documentation will be attached. The Chair shall in principle consult on the content of the agenda with the CEO prior to convening the meeting.
- 14.3 Each Supervisory Board member, the CEO, and the Executive Board collectively, has the right to request that an item be placed on the agenda for a Supervisory Board meeting.
- 14.4 Supervisory Board meetings are in principle held at the offices of the Company. In exceptional situations meetings of the Supervisory Board may be attended by conference call, video conference or by any other means of communication, provided all participants can communicate with each other simultaneously and provided there is always a simple majority physically present at the office of the Company.

15. ATTENDANCE OF AND ADMITTANCE TO MEETINGS

- 15.1 The Executive Board shall be requested to attend as many of the Supervisory Board meetings as possible, to the extent the Supervisory Board does not indicate that it wishes to meet in the absence of the Executive Board.
- 15.2 A Supervisory Board member may be represented at Supervisory Board meetings by another Supervisory Board member holding a proxy in writing provided that the conditions of clause 14.4 above are satisfied. The existence of such authorisation must be proved satisfactorily to the chair of the meeting.
- 15.3 If a Supervisory Board member is frequently absent from Supervisory Board meetings he shall be held to account on this by the Chair.⁹⁹

16. CHAIR OF THE MEETING; REPORTS

- 16.1 Supervisory Board meetings are presided over by the Chair or, in his absence, the Vice-Chair. If both are absent, one of the other Supervisory Board members, designated by a majority of votes cast by the Supervisory Board members present at the meeting, shall preside.
- 16.2 The Company Secretary or any other person designated for such purpose by the chair of the meeting shall draw up a report on the proceedings at the meeting. The Company Secretary must be present in the meeting at the offices of the Company.
- 16.3 The report shall provide insight into the decision-making process at the meeting. The report shall be adopted by the Supervisory Board at the next meeting.

⁹⁹ Dutch Corporate Governance Code, best practice provision 2.4.4.

17. DECISION-MAKING WITHIN THE SUPERVISORY BOARD

- 17.1 The Supervisory Board members shall endeavour to achieve that resolutions are, as much as possible, adopted unanimously.
- 17.2 Each Supervisory Board member has the right to cast one vote.
- 17.3 Where unanimity cannot be reached and the law, the Articles of Association or these By-Laws do not prescribe a larger majority, all resolutions of the Supervisory Board are adopted by an absolute majority of the votes cast. In the event of a tie, the Chair has the deciding vote if more than two Supervisory Board members are present or represented. At a meeting, the Supervisory Board may only pass resolutions if the majority of the Supervisory Board members then in office are present or represented provided that no resolution can be adopted if not a simple majority is present at the offices of the Company.
- 17.4 In general, resolutions of the Supervisory Board are adopted at a Supervisory Board meeting.
- 17.5 Supervisory Board resolutions may also be adopted in writing, provided the proposal concerned is submitted to all Supervisory Board members then in office and none of them objects to this form of adoption. Adoption of resolutions in writing shall be effected by statements in writing, which can also be issued through a proxy, from all the Supervisory Board members. A statement from a Supervisory Board member who wishes to abstain from voting on a particular resolution which is adopted in writing must reflect the fact that he does not object to this form of adoption.
- 17.6 The Supervisory Board may deviate from the provisions of clauses 17.3 (last sentence), 17.4 and 17.5 if this is deemed necessary by the Chair, considering the urgent nature and other circumstances of the case, provided that all Supervisory Board members are allowed the opportunity to participate in the decision-making process. The Chair and the Company Secretary shall then prepare a report on a resolution so adopted, which shall be added to the documents for the next meeting of the Supervisory Board.
- 17.7 A resolution adopted by the Supervisory Board may be evidenced outside the Company through a statement from the Chair.

CHAPTER IV OTHER PROVISIONS

18. CONFLICTS OF INTEREST OF SUPERVISORY BOARD MEMBERS¹⁰⁰

- 18.1 A Supervisory Board member is alert to conflicts of interest and shall in any case not:
- (a) enter into competition with the Company;
 - (b) demand or accept (substantial) gifts from the Company for himself or for his spouse, registered partner or other life companion, foster child or relative by blood or marriage up to the second degree;
 - (c) provide unjustified advantages to third parties to the detriment of the Company; or
 - (d) take advantage of business opportunities to which the Company is entitled for himself or for his spouse, registered partner or other life companion, foster child or relative by blood or marriage up to the second degree.¹⁰¹

¹⁰⁰ Dutch Corporate Governance Code, best practice provision 2.7.2.

¹⁰¹ Dutch Corporate Governance Code, best practice provision 2.7.1.

- 18.2 A conflict of interest may exist if the Company intends to enter into a transaction:
- (a) with a legal entity in which a Supervisory Board member personally has a material financial interest, or
 - (b) with a legal entity which has a member of the management board or the supervisory board who has a relationship under family law¹⁰² with a Supervisory Board member;¹⁰³ or
 - (c) (i) with a Supervisory Board member, or (ii) with a legal entity (or legal entities jointly) which holds at least 10% of the Shares in the issued share capital of the Company where a Supervisory Board member is involved, that qualifies or may qualify as a Related Party Transaction.¹⁰⁴
- 18.3 A Supervisory Board member shall without delay report any conflict of interest or potential conflict of interest in a transaction that is of material significance to the Company and/or to him as a member of the Supervisory Board to the Chair and shall provide all relevant information, including information concerning his spouse, registered partner or other life companion, foster child and relatives by blood or marriage up to the second degree. The Chair of the Supervisory Board shall without delay report any conflict of interest or potential conflict of interest that he has to the Vice-Chair. The Supervisory Board member concerned shall not take part in the assessment by the Supervisory Board of whether a conflict of interest exists,¹⁰⁵ or whether the transaction qualifies as a Related Party Transaction.
- 18.4 A Supervisory Board member shall not take part in any deliberation and decision-making that involves a subject or transaction in relation to which he has a conflict of interest with the Company.¹⁰⁶
- 18.5 A Supervisory Board member who in connection with a (potential) conflict of interest does not exercise the duties and powers that he would otherwise have as a Supervisory Board member, will insofar be regarded as a Supervisory Board member who is unable to perform his duties (*belet*).
- 18.6 All transactions in which there are conflicts of interest with Supervisory Board members shall be agreed on terms that are customary in the market. Decisions to enter into transactions in which there are conflicts of interest with Supervisory Board members that are of material significance to the Company and/or to the relevant Supervisory Board members require the approval of the Supervisory Board.¹⁰⁷ However, if it concerns a Related Party Transaction, the RPT Policy is applicable.
- 18.7 The Supervisory Board is responsible for the decision-making on dealing with conflicts of interest regarding Executive Board members, Supervisory Board members and majority shareholders in relation to the Company.¹⁰⁸ Reference is also made to the RPT Policy.

19. REMUNERATION OF SUPERVISORY BOARD MEMBERS

- 19.1 The remuneration policy applicable to Supervisory Board members shall be clear and easy to understand and should reflect the time spent and the responsibilities of the Supervisory Board Members.¹⁰⁹ The remuneration policy will be put to a vote by the General Meeting at least every four years. The Supervisory Board shall from time to time submit clear and easy to understand proposals on its remuneration policy or remuneration to the General Meeting.¹¹⁰ If a Supervisory Board member is required to charge VAT on his fees, this will be paid by the Company.

¹⁰² A relation under family-law consists between a child, his parents and their blood relatives (Section 1:197 Dutch Civil Code).

¹⁰³ Dutch Corporate Governance Code, best practice provision 2.7.3, first paragraph.

¹⁰⁴ Sections 2:167 and 2:169(4) DCC.

¹⁰⁵ Dutch Corporate Governance Code, best practice provision 2.7.3.

¹⁰⁶ Section 2:140(5) Dutch Civil Code.

¹⁰⁷ Dutch Corporate Governance Code, best practice provision 2.7.4.

¹⁰⁸ Dutch Corporate Governance Code, Principle 2.7.

¹⁰⁹ Sections 2:145(2) and 2:135a Dutch Civil Code and Dutch Corporate Governance Code, best practice provision 3.3.1.

¹¹⁰ Dutch Corporate Governance Code, Principle 3.3.

- 19.2 The remuneration of a Supervisory Board member may not depend on the results of the Company.¹¹¹ A Supervisory Board member may not be awarded remuneration in the form of shares and/or rights to shares in the Company's capital.¹¹²
- 19.3 Apart from their remuneration, Supervisory Board members shall be reimbursed for all reasonable costs incurred in connection with their attendance of meetings.
- 19.4 The Company and its Subsidiaries do not grant personal loans, guarantees or the like to Supervisory Board members, save as part of its usual business operations and after approval of the Supervisory Board. The relevant Supervisory Board member will pursuant to clause 18.4 not take part in the deliberations and decision-making within the Supervisory Board regarding this approval. Loans are not remitted.¹¹³

20. INTRODUCTION PROGRAMME, ONGOING TRAINING AND EDUCATION

- 20.1 All Supervisory Board members shall follow an formal introduction programme geared to their role that covers general financial, social and legal affairs, financial and sustainability reporting by the Company, any specific aspects unique to the Company and its business activities, the culture and the responsibilities of a Supervisory Board member.¹¹⁴
- 20.2 The Supervisory Board shall conduct an annual review to identify any aspects with regard to which the Supervisory Board members require further training or education during their term of office.¹¹⁵
- 20.3 The introduction course, training and education shall be facilitated and paid for by the Company.

21. OTHER POSITIONS

- 21.1 A Supervisory Board member shall report any other position he may hold to the Supervisory Board in advance. The additional positions will be discussed at least annually at a meeting of the Supervisory Board.¹¹⁶
- 21.2 A member of the Supervisory Board will hold no more than five supervisory memberships of boards of Dutch large companies or large foundations, with a chair-ship counted twice.¹¹⁷
- 21.3 Supervisory Board members must inform the Chair and the Company Secretary of their other positions which may be of importance to the Company or the performance of their duties before accepting such positions. If the Chair determines that there is a risk of a conflict of interest, the matter shall be discussed by the Supervisory Board in accordance with clause 18. If such conflict concerns the Chair, he will inform the Vice-Chair who then carries out the task of the Chair as referred to in the previous sentence. The Company Secretary shall keep a list of the outside positions concerned of each Supervisory Board member.

22. HOLDING AND TRADING SECURITIES

- 22.1 Any shareholding in the Company by Supervisory Board members is for the purpose of long-term investment.¹¹⁸
- 22.2 Supervisory Board members are bound to the Company's insider dealing rules which include the regulations concerning the purchase and sale of the Company's securities and other dealings in securities. These rules are posted on the Company's website.

¹¹¹ Dutch Corporate Governance Code, Principle 3.3.

¹¹² Dutch Corporate Governance Code, best practice provision 3.3.2.

¹¹³ Dutch Corporate Governance Code, best practice provision 2.7.6.

¹¹⁴ Dutch Corporate Governance Code, best practice provision 2.4.5.

¹¹⁵ Dutch Corporate Governance Code, best practice provision 2.4.6.

¹¹⁶ Dutch Corporate Governance Code, best practice provision 2.4.2.

¹¹⁷ Section 2:142a Dutch Civil Code contains detailed provisions.

¹¹⁸ Dutch Corporate Governance Code, best practice provision 3.3.3.

23. CONFIDENTIALITY

No Supervisory Board member shall, during his membership of the Supervisory Board or afterwards, disclose in any way whatsoever to anyone whomsoever any information of a confidential nature regarding the business of the Company and/or any companies in which it holds a stake, that came to his knowledge in the capacity of his work for the Company and any companies in which it holds a stake and which he knows or should know to be of a confidential nature, unless required by law. A Supervisory Board member is allowed to disclose the above information to Executive Board members and Supervisory Board members as well as to staff members of the Company and companies in which the Company holds a stake who, in view of their activities for the Company and companies in which the Company holds a stake, should be informed of the information concerned. A Supervisory Board member shall not in any way whatsoever utilise the information referred to above for his personal benefit.

24. MISCELLANEOUS

- 24.1 **Acceptance by Supervisory Board members.** Anyone who is appointed as a Supervisory Board member must, upon assuming office, declare in writing to the Company that he accepts and agrees to the contents of these By-Laws and pledge to the Company that he will comply with the provisions of these By-Laws. These By-Laws are also applicable to anyone who is designated as a substitute member for a Supervisory Board member in absence or prevented from acting.
- 24.2 **Occasional non-compliance.** Subject to applicable law and regulation, the Supervisory Board may occasionally decide at its sole discretion not to comply with these By-Laws.
- 24.3 **Amendment.** These By-Laws may be amended by the Supervisory Board at its sole discretion without prior notification. Prior to amendment of these By-Laws the Executive Board shall be consulted.
- 24.4 **Interpretation.** In case of uncertainty or difference of opinion on how a provision of these By-Laws should be interpreted, the opinion of the Chair shall be decisive.
- 24.5 **Governing law and jurisdiction.** These By-Laws are governed by the laws of the Netherlands. The courts of the Netherlands have exclusive jurisdiction to settle any dispute arising from or in connection with these By-Laws (including any dispute regarding the existence, validity or termination of these rules).
- 24.6 **Complementarity to Dutch law and Articles of Association.** These By-Laws are complementary to the provisions governing the Supervisory Board as contained in Dutch law, other applicable Dutch, or EU regulations and the Articles of Association. Where these By-Laws are inconsistent with Dutch law, other applicable Dutch or EU rules and regulations or the Articles of Association, the latter shall prevail. Where these By-Laws are consistent with the Articles of Association but inconsistent with Dutch law or other applicable Dutch or EU rules and regulations, the latter shall prevail.
- 24.7 **Partial invalidity.** If one or more provisions of these By-Laws are or become invalid, this shall not affect the validity of the remaining provisions. The Supervisory Board may replace the invalid provisions by provisions which are valid and the effect of which, given the contents and purpose of these By-Laws is, to the greatest extent possible, similar to that of the invalid provisions.

* * * * *

ANNEX 1

LIST OF DEFINITIONS

1. In these By-Laws, the following terms have the following meanings:

affiliated company has the meaning attributed to it in Section 5:48 of the Financial Supervision Act (*Wet op het financieel toezicht*).

Annual Accounts means the annual accounts of the Company as referred to in Sections 2:101 and 2:361(1) of the Dutch Civil Code.

Articles of Association means the articles of association of the Company.

Audit Committee means the audit committee of the Supervisory Board.

By-Laws means the By-Laws of the Executive Board or the By-Laws of the Supervisory Board, depending on the context, including the annexes belonging thereto.

CEO means the chief executive officer, who is also the chair of the Executive Board of the Company.

CFO means the chief financial officer of the Company.

Chair means the chairman of the Supervisory Board.

Committee means each committee of the Supervisory Board.

Company means Randstad N.V., and, where appropriate, the subsidiary companies and possible other group companies of the Company, whose financial information is incorporated in the consolidated Annual Accounts.

Company Secretary means the company secretary of the Company appointed in accordance with clause 4 of the By-Laws of the Executive Board.

D&I policy means the Diversity and Inclusion policy of the Company.

Executive Board means the executive board of the Company.

External Auditor means the accounting and auditing firm that, in accordance with Section 2:393 of the Dutch Civil Code, is charged with the audit of the Annual Accounts.

General Meeting means the general meeting (of shareholders) of the Company.

Governance and Nomination Committee means the governance and nomination committee of the Supervisory Board.

group company has the meaning attributed to it in Section 2:24b of the Dutch Civil Code.

in writing means by letter, by e-mail, WhatsApp or message which is transmitted via any other current means of communication and which can be received in written form.

Related Party Transaction has the meaning as referred to in the RPT Policy.

Remuneration Committee means the remuneration committee of the Supervisory Board.

Remuneration Report means the remuneration report of the Supervisory Board regarding the remuneration policy of the Company as drawn up by the Remuneration Committee.

Report of the Executive Board means the report of the Executive Board drawn up by the Executive Board, as referred to in Sections 2:101 and 2:391 of the Dutch Civil Code.

Report of the Supervisory Board means the report of the Supervisory Board drawn up by the Supervisory Board, as referred to in best practice provision 2.3.11 of the Dutch Corporate Governance Code.

RPT Policy means the Related Party Transaction Policy of Annex 11 to these By-Laws.

Subsidiary has the meaning attributed to it in Section 2:24a of the Dutch Civil Code.

Supervisory Board means the supervisory board of the Company.

Supervisory Board Profile means the profile for the size and composition of the Supervisory Board, as designated in clause 1.1.

Vice-Chair means the vice-chair of the Supervisory Board.

2. Save where the context dictates otherwise, in these By-Laws:
 - (i) unless a different intention clearly appears, a reference to a clause or Annex is a reference to a clause or annex of these By-Laws;
 - (ii) words and expressions expressed in the singular form also include the plural form, and vice versa;
 - (iii) words and expressions expressed in the masculine form also include the feminine form; and
 - (iv) a reference to a statutory provision counts as a reference to this statutory provision including all amendments, additions and replacing legislation that may apply from time to time.
3. Headings of clauses and other headings in these By-Laws are inserted for ease of reference and do not form part of these By-Laws for the purpose of interpretation.

ANNEX 2

SUPERVISORY BOARD PROFILE

1. Description of the nature and activities of the Company and its affiliated enterprise

Under clause 1.1 of these By-Laws the nature and size of the Company and its affiliated enterprise must be taken into account when determining the activities and composition of the Supervisory Board. Relevant factors are:

- (a) the nature, culture and activities of the business of the Company and its Subsidiaries
- (b) the stock exchanges where the Company is listed
- (c) the specific role of the Company within the group it heads
- (d) the organisational structure of the Company and its Subsidiaries
- (e) the "core values and business principles" of the Company and its Subsidiaries
- (f) the number of employees of the Company and its Subsidiaries
- (g) the applicability or non-applicability to the Company of the statutory two-tier regime
- (h) the composition (nationalities, number of shareholders, presence of absence of controlling shareholders, etc.) of the General Meeting
- (i) the geographical location of the Subsidiaries
- (j) the composition and size of the Executive Board

2. Description of the desired composition of the Supervisory Board

Factors which may play a part in the description of the desired composition of the Supervisory Board as a whole are:

- (a) responsible performance of the duties attributed to the Supervisory Board by legislation, the Dutch Corporate Governance Code and other regulations and code of conduct
- (b) an appropriate degree of diversity with regard to expertise, experience, competencies, other personal qualities, sex or gender identity, age, nationality and cultural or other background of each of the members of the Supervisory Board
- (c) the Supervisory Board Profile will set out the aspects of diversity in the composition of the Supervisory Board that are relevant to the Company as well as the specific, appropriate and ambitious targets applied by the Supervisory Board in respect of diversity
- (d) balance between and experience and affinity with the nature and culture of the business of the Company and its Subsidiaries
- (e) the organisational structure of the Company and its Subsidiaries
- (f) the role of the Company in society
- (g) political and cultural knowledge of the countries where the Company and its Subsidiaries operate

- (h) (international) knowledge of and experience in financial, legal, economic, commercial, HR, social and marketing areas

3. Description of the desired expertise and background of the individual members of the Supervisory Board

Factors which may play a role in the description of the desired expertise and background of the individual members of the Supervisory Board are:

- (a) knowledge of and experience in financial, legal, economic, commercial, HR, social, marketing and/or sustainability areas
- (b) experience with (the management or supervision of the management of) a listed company
- (c) national and international experience with groups of companies
- (d) experience with corporate governance
- (e) experience with organisational processes
- (f) knowledge of and experience and affinity with the business of the Company and its Subsidiaries
- (g) knowledge of information and communication technology systems (ICT), digitisation and related cyber security risks (disruption, failure or abuse of ICT)
- (h) expertise on the field of technological innovation
- (i) knowledge of sustainability
- (j) expertise on the field of new business models
- (k) to be able, also by having a sufficient amount of available time, to supervise and promote the policy of the Executive Board and the general course of affairs within the Company timely and adequately and to assist the Executive Board with the preparation and implementation of its policy
- (l) to be able to operate independently and critically in relation to the other members of the Executive Board and the Supervisory Board and to take measures in the absence of the Executive Board to provide for the management of the Company
- (m) to be prepared to take a seat in the Audit Committee, the Remuneration Committee and/or the Governance and Nomination Committee
- (n) to be prepared to do an introduction, education or training programme
- (o) to be prepared to approve of these By-Laws
- (p) not to have a conflict of interest at the time of appointment, unless approved by the Supervisory Board
- (q) to be prepared and able to act as Chair and/or Vice-Chair
- (r) to be prepared and able to lead the General Meeting
- (s) to be prepared and able to temporarily manage the Company if one or more members of the Executive Board are absent or unable to perform their duties

- (t) to be a team player
- (u) to match with the composition of the Supervisory Board at the time of appointment

4. Diversity policy of the Supervisory Board

The Supervisory Board adopts a D&I policy for the composition of the Supervisory Board that should in any case set specific, appropriate and ambitious targets in order to achieve a good balance in gender diversity and the other D&I aspects of relevance to the Company with regard to the composition of the Supervisory Board.¹¹⁹

5. Size and composition of the Supervisory Board

- (a) Point of departure at all times is that the size of the Supervisory Board must be such that the Supervisory Board as a whole can perform its duties effectively and responsibly and that each individual member of the Supervisory Board is able to make a contribution by his specific qualities.
- (b) For the composition the aim is that at least one third of the Supervisory Board members will be female and at least one third of the Supervisory Board members will be male, taking into account that the composition will at least be in accordance with the statutory provisions concerned.¹²⁰
- (c) The Supervisory Board must at all times be so composed that clause 1.5 of these By-Laws is complied with as much as possible.

6. Miscellaneous

- (a) The Supervisory Board discusses at least once a year, without the Executive Board being present, the composition and competence of the Supervisory Board.¹²¹
- (b) This Supervisory Board Profile must be taken into account on each (re)appointment of members of the Supervisory Board.¹²²
- (c) This Supervisory Board Profile is posted on the Company's website.¹²³

¹¹⁹ Dutch Corporate Governance Code, best practice provision 2.1.5

¹²⁰ Section 2:142b Dutch Civil Code.

¹²¹ Dutch Corporate Governance Code, best practice provision 2.2.6.

¹²² Dutch Corporate Governance Code, Principe 2.2.

¹²³ Dutch Corporate Governance Code, best practice provision 2.1.1.

ANNEX 3

ROTATION PLAN SUPERVISORY BOARD¹²⁴

Name	Position	First appointed	Start and end of current term
Cees 't Hart	Chair	2023	2023 - 2027
Hélène Auriol Potier	Member	2020	2024 - 2028
Laurence Debroux	Member	2023	2023 – 2027
Jeroen Drost	Member	2023	2023 – 2027
Dimitra Manis	Member	2024	2024 - 2028
Philippe Vimard	Member	2024	2024 - 2028
Martin Weiss	Member	2026	2026 - 2030

¹²⁴ This rotation plan should be drawn up taking into account Section 2:142b Dutch Civil Code.

ANNEX 4

LIST OF APPROVAL SUPERVISORY BOARD

The approval of the Supervisory Board is required for:

1. the allocation of duties of the Executive Board to individual members of the Executive Board;¹²⁵
2. the establishment of an Executive Committee;¹²⁶
3. all transactions between the Company and natural or legal persons who hold at least 10% of the shares in the Company that are of material significance to the Company and/or such persons;¹²⁷
4. the appointment of the Managing Director Global Business Risk & Audit;¹²⁸
5. all transactions in which there are conflicts of interest with Executive Board members that are of material significance to the Company and/or the relevant Executive Board members;¹²⁹
6. all transactions in which there are conflicts of interest with Supervisory Board members that are of material significance to the Company and/or the relevant Supervisory Board members;¹³⁰
7. all other Qualified Related Party Transactions (as defined in the RPT Policy);¹³¹
8. the appointment and removal of the Company Secretary;¹³²
9. issue and acquisition of shares and debt instruments at the expense of the Company or of debt instruments at the expense of a limited partnership or general partnership in respect of which the Company is a partner with full liability;
10. co-operation in the issue of registered depositary receipts for shares;
11. petition for quotation or withdrawal of a quotation in any stock exchange list of debentures referred to under 9 and depositary receipts referred to under 10;
12. entering into or termination of a structural business co-operation of the Company or a dependent company with another legal entity or company or, as a partner with full liability, in a limited partnership or general partnership if such co-operation or termination is of fundamental importance for the Company;
13. participation by the Company or a Subsidiary in the capital of another company if the value of such participation is at least EUR 25 million, as well as significantly increasing or reducing such participation to the extent not already provided for and approved in the budget;
14. investments requiring an amount equal to at least EUR 25 million to the extent not already provided for and explicitly approved in the budget;
15. proposal to amend the Articles of Association;
16. proposal to dissolve the Company;

¹²⁵ Executive Board By-Laws, clause 1.8.

¹²⁶ Executive Board By-Laws, clause 4.1.

¹²⁷ Executive Board By-Laws, clause 6.7.

¹²⁸ Executive Board By-Laws, clause 7.2.

¹²⁹ Executive Board By-Laws, clause 17.6.

¹³⁰ Supervisory Board By-Laws, clause 19.6.

¹³¹ Section 2:169(3) Dutch Civil Code, Executive Board By-Laws, Article [5.7] and Annex 11 to the Supervisory Board By-Laws

¹³² Executive Board By-Laws, clause 5.1.

17. petition for bankruptcy or a request for suspension of payments (*surséance van betaling*);
18. termination of the employment of a considerable number of the employees of the Company;
19. radical change in the employment conditions of a considerable number of the employees of the Company;
20. proposal to reduce the Company's issued capital;
21. a merger or demerger (*splitsing*) within the meaning of Part 7 of Book 2 of the Netherlands Civil Code of the Company;
22. approval of the budget and the strategic plan (Long Term Planning);
23. reservation of profits of the Company;
24. lend money to a non-affiliated entity to an amount in excess of EUR 25 million, to the extent not already provided for and approved in the budget;
25. borrow money in excess of the amount of committed funding previously approved by the Supervisory Board;
26. radical change in the organization of the Company;
27. close-down of all or a material part of the business of the Company;
28. location of the head-office, or a change thereof;
29. encumbering any assets of the Company or of a Subsidiary for debts of third parties (i.e. non-affiliated entities), either through guarantees or otherwise;
30. all other acts that require the approval by legislation, the Articles of Association, the By-Laws of the Executive Board, the By-Laws of the Supervisory Board, the Dutch Corporate Governance Code or any other applicable laws or regulations; and
31. insofar not already subject to 1 up to and including 30 above, any other resolutions which the Supervisory Board deems necessary, at the sole discretion of the Supervisory Board.

ANNEX 5

INFORMATION TO BE INCLUDED IN THE REPORT OF THE SUPERVISORY BOARD¹³³

The Report of the Supervisory Board shall in any case contain the following information:

- (a) an account of the involvement of the Supervisory Board in the establishment of the strategy, and the way in which the Supervisory Board monitors its implementation;¹³⁴
- (b) if there is no Global Business Risk & Audit function, the conclusions and any recommendations of the Audit Committee regarding the need for a Global Business Risk & Audit function and assessment of alternative measures;¹³⁵
- (c) the absenteeism rate at Supervisory Board meetings and Committee meetings of each Supervisory Board member;¹³⁶
- (d) a statement that in the opinion of the Supervisory Board clause 1.5(e), 1.6 and 3.1 of these By-Laws have been complied with and which member or members of the Supervisory Board, if present, shall not be deemed independent;¹³⁷
- (e) a reference as to how the evaluation of the Supervisory Board, the Committees and the individual members of the Supervisory Board described in clause 8.3 of these By-Laws has been carried out, the main findings and conclusions of the evaluations and what has been or will be done with the conclusions from the evaluations;¹³⁸
- (f) a reference as to how the evaluation of the Executive Board and the individual members of the Executive Board described in clause 8.4 of these By-Laws has been carried out, the main findings and conclusions of the evaluations and what has been or will be done with the conclusions from the evaluations;¹³⁹
- (g) the arguments for reappointment of a member of the Supervisory Board after a period of eight years;¹⁴⁰
- (h) a reference to the Supervisory Board resolutions pursuant to clauses 24.2 and 24.3 of these By-Laws, to the extent of material significance;
- (i) for each Committee: a report on how it has performed its duties in the financial year; details of its existence, its composition, number of meetings and the main issues discussed;¹⁴¹
- (j) the following information on each Supervisory Board member:¹⁴² (i) sex or, if desired by the person concerned, gender identity; (ii) age; (iii) nationality; (iv) chief position (if any); (v) other positions to the extent relevant for the performance of his duties as member of the Supervisory Board; (vi) date of initial appointment and term of appointment of relevant member of Supervisory Board.

¹³³ Dutch Corporate Governance Code, best practice provision 2.3.11.

¹³⁴ Dutch Corporate Governance Code, best practice provision 1.1.3.

¹³⁵ Dutch Corporate Governance Code, best practice provision 1.3.6.

¹³⁶ Dutch Corporate Governance Code, best practice provision 2.4.4.

¹³⁷ Dutch Corporate Governance Code, best practice provision 2.1.10.

¹³⁸ Dutch Corporate Governance Code, best practice provision 2.2.8(i), (iii) and (iv).

¹³⁹ Dutch Corporate Governance Code, best practice provision 2.2.8(ii), (iii) and (iv).

¹⁴⁰ Dutch Corporate Governance Code, best practice provision 2.2.2.

¹⁴¹ Dutch Corporate Governance Code, best practice provision 2.3.5.

¹⁴² Dutch Corporate Governance Code, best practice provision 2.1.2.

ANNEX 6

INFORMATION TO BE INCLUDED IN THE REMUNERATION REPORT

The Remuneration Report shall contain an account of the manner in which the remuneration policy for the Executive Board and the Supervisory Board has been implemented in the past financial year, as well as an overview of the remuneration policy planned by the Supervisory Board for the next financial year and subsequent years.¹⁴³

The report will be drafted in accordance with Section 2:145 jo. 2:135b Dutch Civil Code and furthermore, in any event, describe in a transparent manner:¹⁴⁴

- (a) how implementation of the remuneration policy contributes to sustainable long-term value creation;
- (b) how scenario analyses have been taken into consideration;
- (c) the pay ratios within the Company and its affiliated enterprise and, if applicable, any changes in these ratios compared to at least five previous financial years;
- (d) in the event an Executive Board member receives variable remuneration: how this remuneration contributes to sustainable long-term value creation, the measurable performance criteria determined in advance on which the variable remuneration depends and the relationship between the remuneration and performance; and
- (e) in the event that a current or former Executive Board member receives a severance payment, the reason for this payment.

¹⁴³ Dutch Corporate Governance Code, best practice provision 3.4.1 (i).

¹⁴⁴ Dutch Corporate Governance Code, best practice provision 3.4.1 (ii), (iii), (iv), (v) and (vi).

ANNEX 7

EXTERNAL AUDITOR INDEPENDENCE POLICY

The policy set out below was adopted by the Supervisory Board on a proposal of the Audit Committee and after consultation with the Executive Board.

1. Policy

The Company and its Subsidiaries use the services of the External Auditor to the extent this does not prejudice the independence of the External Auditor.

2. Terms of Reference

The External Auditor must be independent within the meaning of EU Regulation 537/2014 on specific requirements regarding statutory audit of public-interest entities, the Act supervision audit firms (*Wet toezicht accountantsorganisaties* (Wta)) and the Regulation on the independence of auditors with respect to assurance assignment (*Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten* (ViO)) of the Royal Dutch Professional Organisation of Auditors (*Koninklijk Nederlandse Beroepsorganisatie van Accountants*).

The Audit Committee sees to it that the external auditor complies with the relevant recommendations, provisions and statutory provisions, and may request more detailed explanations and written confirmations from the external auditor that these provisions are followed.

3. Audit Services

In addition to complying with section 5 paragraph 1 of the EU Regulation, the firm of the External Auditor that conducts the statutory audit of a public-interest entity will not render any other services to this entity in addition to the audit services.¹⁴⁵

The External Auditor or any other member of the network to which the external auditor or its firm belongs, may directly or indirectly only render auditing services to the Company and the enterprises its controls during:

- (a) the period between the beginning of the period audited and the issuing of the audit report; and
- (b) the financial year immediately preceding the period referred to in point (a) in relation to non-audit services.¹⁴⁶

Audit services is the audit of the annual financial reports of the Company, the assessment of interim financial reports that are disclosed, services that are traditionally provided by the external auditor and that are related to filings and obligations under legislation or regulations, and services that only the external auditor as such can reasonably provide.

The External Auditor does not need to go through a tender process for each individual engagement.

4. Rotation of the External Auditor and Partners responsible for Audit Services

In order to prevent that the External Auditor and the Company become too close, the number of years a firm of an external auditor may be engaged and a certain person may be part of the audit team of the External Auditor, is capped.

¹⁴⁵ Section 24b par 2 Act supervision audit firms (*Wet toezicht accountantsorganisaties* (Wta)). This provision also applies to other parts of a network of which the external auditor's firm is a part of, as set out in more detail in Section 24b par 2 Wta.

¹⁴⁶ Section 5 EU Regulation 537/2014.

The External Auditor charged with the statutory audit must be replaced after a maximum period of ten years after the start of their involvement. The External Auditor is not allowed to work on a new assignment for the Company until at least four years have expired from the date of its replacement.¹⁴⁷

Partners in the audit team of the External Auditor who are charged with essential audit tasks must be replaced after a maximum period of five years after the start of their involvement.¹⁴⁸

The Audit Committee also supervises the risks of dependency of other members of the audit team of the External Auditor who are involved with the audit for a significant period. The Audit Committee consults the responsible partner of the External Auditor regularly on safeguards set up by the External Auditor to assess the risk of dependency and to reduce it to an acceptable minimum level.

5. Appointment of the External Auditor

The External Auditor will be appointed in accordance with clause 11 of these By-Laws and the applicable statutory provisions. If the decision is taken to call in the services of another External Auditor, the tender process approved by the Audit Committee must be followed.

6. Staff transfer restrictions

The Company and the External Auditor agree on a policy regarding the restriction of staff transfers from the Company and its group to the organisation of the External Auditor and vice versa, taking into account all relevant legislation and regulations.¹⁴⁹ This policy is subject to the approval of the Supervisory Board.

¹⁴⁷ Section 17 EU Regulation 537/2014.

¹⁴⁸ Section 24 Wta.

¹⁴⁹ Like art. 42 of the Regulation on the independence of auditors with respect to assurance assignment (*Verordening inzake de onafhankelijkheid van accountants bij assurance-opdrachten* (ViO)) of the Royal Dutch Professional Organisation of Auditors (*Koninklijke Nederlandse Beroepsorganisatie van Accountants*).