

DIVERSITY POLICY

INTRODUCTION

In accordance with the best practice provision 2.1.5 of the Dutch Corporate Governance Code (the "Code"), the Company has formulated the following Diversity policy ("the Policy").

DIVERSITY

The Supervisory Board attaches value to diversity amongst its members and the members of the Management Board. Diversity is considered in any event to consist of gender, specific knowledge, work background, nationality, age and ethnic diversity, (technical) experience and skills.

With respect to gender, the Supervisory Board strives to have a composition of both the Supervisory Board and Management Board, representing at least 30% of the seats held by either gender at the same time.

SELECTION PROCEDURE AND OTHER MEASURES

In case of open positions in the Supervisory Board or Management Board, the Supervisory Board prepares a profile based on the required educational and professional background and in the search will actively seek for candidates that support the realization of diversity on the earlier mentioned criteria.

Where required a professional executive search firm is engaged to support the search process.