

Date: March 2024

Competency matrix

Supervisory Board Nedap N.V.

Public

Supervisory Board composition and skills matrix

	Mr P. A. M. van Bommel	Mr J. M. L. van Engelen	Ms M. Pijnenborg	Mr S. C. Santema	Ms M. A. Scheltema
Composition					
Age group					
45-54			x		
55-64		x		x	
65-74	x				x
Gender	Male	Male	Female	Male	Female
Nationality	Dutch	Dutch	Dutch	Dutch	Dutch
Competences					
Executive leadership	++	++	++	+	++
Strategy	++	++	++	++	++
International business	++	+	+	+	++
Technology & Innovation	+	++	++	++	+
Value Chain Management	+	+	+	++	+
People and culture	+	+	++	+	++
Sustainability	+	++	++	+	+
Finance, Governance & Risk	++	+	+	++	++
IT and Cybersecurity	++	++	+	+	+

+ = possesses a sufficient level of expertise, skills and experience in the area and can make a balanced impartial judgment

++ = in addition, acknowledged as an expert in the respective areas (max. 5 per person)

Explanatory notes:

The purpose of this matrix is to provide an overview of the experience and competencies that Nedap deems most relevant to its stakeholders.

The matrix represents the extent to which the company's Supervisory Board members have such experience and competencies.

For the purpose of creating this overview, each of the members of the Supervisory Board may have a maximum of five specific areas of expertise, and they are considered experts within the respective domain.