

Competency matrix

Supervisory Board Nedap N.V.

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Public

Supervisory Board composition and skills matrix		Peter van Bommel	Jo van Engelen	Marijn Pijnenborg	Margot Scheltema	Sicco Santema
Composition	Age group					
	45-55			•		
	55-65		•			•
	65-75	•			•	
	Gender	Male	Male	Female	Female	Male
	Nationality	Dutch	Dutch	Dutch	Dutch	Dutch
Competencies	Executive leadership	•	•	•	•	○
	Strategy	•	•	•	•	•
	International business	•	○	○	•	○
	Technology & Innovation	○	•	•	○	•
	Value Chain Management	○	○	○	○	•
	People and culture	○	○	•	•	○
	Sustainability	○	•	•	○	○
	Finance, Governance, and Risk	•	○	○	•	•
	IT and Cybersecurity	•	•	○	○	○

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

• = is 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 for its stakeholders.

The matrix represents to which extent the supervisory board members of the company have such experience and competencies.

For the purpose of creating this overview, it is considered that each of the members of the supervisory board may have a maximum of five specific areas of expertise, in which they are considered experts within the respective domain.