

Executive Board Portfolio
January 2026

		Marije Hulshof, CEO	Jasper de Wit, CFO	Erik Oostwegel, CCO
Strategic themes	Business performance	x	x	x
	Strategy development and execution	x	x	x
	> Enhancing Society Together	x		
	> Invest in People	x		
	> Grow in Leading Markets	x	x	x
	> Focus on Clients			x
	> Innovate and Deliver	x	x	x
	Strategic financial planning		x	
	ERP (Enterprise Resource Planning)		x	
	M&A			x
Business Lines	Mobility & Infrastructure	x		
	Industry & Buildings	x		
	Water & Maritime	x		
Corporate Groups	Brand, Marketing & Communications	x		
	Legal Affairs		x	
	Finance		x	
	Audit, Integrity, Risk	x		
	Human Resources Management	x		
	Digital & Workplace Solutions		x	
	Strategy	x		
	Business Transformation	x		
	Operational Excellence and Risk Management	x		
Boards	Supervisory Board	x		
	> Audit Committee		x	
	> Remuneration and Appointment Committee	x		
	Shareholders Boards	x		
	Executive Board	x		
	Executive Council	x	x	x
	Company Secretary	x		
	Young Haskoning	x		
	Risk Assessment Board			x
Other	Leading Professionals			x
	Project Health Check			x
	Corporate Sustainability Reporting Directive (CSRD)		x	
	Diversity	x		
	Works Council NL	x		
	Pension NL		x	
	Pension UK		x	
	Crisis Management			x
	IT Security		x	
	Haskoning Innovation and Education Fund	x		
	Southern Africa		x	