

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	