

Executive Board Portfolio
July 2025

		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
	Haskoning Innovation and Education Fund	X		
	Southern Africa		X	