

## Appointment and resignation scheme Supervisory Board Royal Haskoning

		2019	2020	2021	2022	2023	2024	2025	2026	2027	2028
Van den Broek	1979					start	xxx	xxx	xxx	reapp.	yyy
Van Dierendonck	1976		start	xxx	xxx	xxx	reapp.	yyy	yyy	yyy	resign
De Haan	1967						start	xxx	xxx	xxx	reapp.
Sperling	1955	start	xxx	xxx	xxx	reapp.	yyy	yyy	yyy	resign	
Zandbergen	1958				start	xxx	xxx	xxx	reapp.	yyy	yyy

Reappointment and resignation in annual general meeting of year concerned.

The term of appointment of SB members is 4 years.

Reappointment is not automatic and will be for a period of 4 years with, in exceptional ('compelling') cases, another reappointment for a third term with a maximum of 2 years.