

Competences matrix Supervisory Board PostNL

Competences*	A1	A2	A3	B	C	D	E1	E2	E3	F	Indep.**
Nooitgedagt (m)	○	○	●	○	●	●	●	○	●	●	✓
Van Lier Lels (f)	●	○	●	●	●	●	●	○	●	●	✓
Melkert (m)	○	○	○	●	○	○	○	●	●	○	✓
Hoencamp (m)	●	●	○	○	○	●	○	●	●	●	✓
Meijer (f)	●	●	●	●	○	○	●	●	●	○	✓
Timmermans (m)	●	●	○	●	●	●	○	○	●	●	✓
Vlug (f)	○	○	○	●	○	○	●	●	●	○	✓
Plavec (m)	●	●	●	●	●	●	○	○	●	●	-

○ sufficient/advanced knowledge, skills and experience in the area and can make a balanced independent judgement on the matter

● in addition considered an expert in relation to previous or current roles

A. International and national developments in markets in which PostNL operates and the relevant products and technologies, particularly in the areas of:

1. Digital & marketing and innovation
2. IT and cyber security
3. Logistics

B. International/national developments in government policy and legislation, public affairs and tax

C. Financial administration, accounting policies and internal controls of listed multinationals

D. International and national acquisitions and joint ventures

E. ESG Developments

1. Sustainability
2. Social and political conditions in all key countries where PostNL operates, with specific knowledge of and attention to the interests of employees and HR processes
3. (Corporate) Governance

F. Capital markets & Investor relations

** Independent within the meaning of the Dutch Corporate Governance Code 2022