

COMPETENCES MATRIX SUPERVISORY BOARD POSTNL

Competences*	A1	A2	A3	A4	B	C	D	E	F	G	H	I	Indep. **
Wallage (m)		✓			✓			✓		✓	✓		✓
Blok (m)	✓	✓	✓		✓		✓		✓	✓	✓	✓	✓
Engel (m)	✓	✓	✓	✓			✓		✓	✓	✓	✓	✓
Jongerius (f)					✓			✓		✓			✓
Menssen (f)			✓			✓	✓		✓	✓	✓	✓	✓
Nooitgedagt (m)			✓			✓	✓		✓	✓	✓	✓	✓
Rövekamp (m)	✓	✓	✓	✓		✓	✓		✓	✓	✓	✓	✓
Van Lier Lels (v)	✓		✓	✓	✓		✓		✓	✓	✓	✓	✓

*Competences Supervisory Board PostNL:

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

1. Marketing & sales
2. Information and communication technology (ICT), its applications and systems
3. Business processes
4. 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. 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

F. Investor relations

G. Management and organisational issues

H. Corporate governance

I. Capital markets

** Independent within the meaning of the Dutch Corporate Governance Code 2016