



Profile Supervisory Board

Composition

The size, composition and qualities of the Supervisory Board as a whole should be in line with the Company's size, portfolio, nature, culture and geographical spread and its status as a listed company. The composition of the Supervisory Board must comply with the provision set forth in the regulations of the Supervisory Board regarding the composition, professionalism and independence of the Supervisory Board. The Supervisory Board consists of a minimum of three and a maximum of five members.

Expertise and Background

Required expertise and background of the Supervisory Board:

- knowledge and experience in the financial, legal, economic, social and marketing fields.
 - experience in managing or supervising the management of a Dutch listed company and expertise in the field of in-control operational management, corporate governance and financial reporting.
 - knowledge of, experience in and affinity with the retail sector in the Netherlands and other European markets.
 - knowledge of and experience with working in an international environment.
 - the ability, also in terms of the available time, to monitor and stimulate the general course of affairs within the Company in a prompt and effective manner and to provide the Management Board with advice relating to the formulation and execution of the Company policy.
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Diversity

The composition of the Supervisory Board shall meet the requirements set out in the diversity policy, whereby the following diversity aspects have been identified as relevant for the Company and its business, considering the market in which the Company operates and the diversity of its customer base:

- education/experience;
- nationality/cultural background;
- gender; and
- age.

In addition, a reasonable spread in terms of age and gender and a balanced composition of the Supervisory Board should be aimed for at all times.

Independence

The Supervisory Board is required to adopt a critical attitude towards the Management Board. Its members must be independent from the Company and each other, and possess complementary qualities.

Individual members should be prepared and willing to fulfil the role as member of the Supervisory Board according to the Dutch Law, the Dutch Corporate Governance Code, the Company's articles of association and the regulations of the Supervisory Board. At the moment of his/her appointment, the Supervisory Board member should not have a conflicting interest with the Company.
