**Diversity policy for SB – MB - EC**

**Supervisory Board**

The composition of the Supervisory Board should be as varied as possible taking into account:

* Knowledge (NEW)
* Experience
* Age
* Board tenure (NEW)
* Gender (at least 30% male and at least 30% female members)
* Nationality /cultural background (aiming for a maximum of 50% of one nationality / cultural background)

**Managing Board[[1]](#footnote-2)**

The composition of the Managing Board should be as varied as possible taking into account:

* Knowledge
* Experience
* Age
* Gender (at least 30% male and at least 30% female members)
* Nationality /cultural background

**Executive Committee**

The composition of the Executive Committee should be as varied as possible taking into account:

* Knowledge
* Experience
* Age
* Gender (at least 30% male and at least 30% female members)
* Nationality /cultural background (aiming for a maximum of 50% of one nationality / cultural background)

1. Note: for the MB, as a matter of principle, no targets have been included because the number of people is so small that target setting does not make a lot of sense. The only exception to be made is the gender target prescribed by Dutch legislation. [↑](#footnote-ref-2)