



## Roto Smeets Group

### PROFILE OF THE SUPERVISORY BOARD

The Supervisory Board shall have at least three but preferably five members. In terms of the background, experience, personality, knowledge and skills of its members, the Supervisory Board shall have a balanced composition that allows it to form a shared opinion and respond appropriately during the establishment and implementation of corporate policy.

Members of the Supervisory Board shall be appointed with a view to assuring the board has one or more persons who in any event possess expertise in one or more of the following fields:

- national and international developments in markets, products and technology in the fields in which Roto Smeets Group operates or wishes to operate;
- financial policy at a listed, internationally operating company in particular with international financing standards;
- national and international developments in relevant government policy and legislation;
- management, organisation, external relations, human resources and social relations;
- business experience. in particular with printing business and its customers.

The Supervisory Board shall be composed in a way that allows a good mutual understanding to exist between its members to enable the board to act as a team.

Several members of the Supervisory Board shall possess the qualities required to chair the board if they are invited to do so.

Each appointed member of the Supervisory Board shall possess at least the following qualities:

- experience in today's society with an insight into the conduct of business that allows the person to make a good contribution to the functioning of the Supervisory Board;
- the ability, in terms of attitude and available time, to check and further the Executive Board's policy timely and properly and, if necessary, assist and advise the Executive Board in carrying out the company policy;
- the ability to operate independently and critically in relation to the other members of the Supervisory Board and the members of the Executive Board.

This profile shall be evaluated periodically and checked against developments in society and changes within Roto Smeets Group and, if necessary, shall be amended.

The profile was discussed with the Supervisory Board, Executive Board and Central Works Council. All rights and obligations at law, under the company's articles of association and in the company's regulations concerning activities of supervisory directors apply in full to this profile.