

Annex B - Collective profile of the Supervisory Board of Ernst & Young Accountants LLP

Pursuant to articles 1.3 and 2.4 of the Charter of the Supervisory Board of Ernst & Young Accountants LLP ("SB EYA"), this profile has been approved by Ernst & Young Nederland LLP and has subsequently been adopted by the SB EYA on 12 February 2020. Defined terms in this profile refer to the meaning attributed to it in the Charter of the SB EYA.

General

The responsibility for the performance of its tasks rests with the SB EYA as a whole.

The SB shall be composed in such a way that its members are able to operate independently and critically towards each other and towards the Board of Directors. The SB EYA strives for a diverse composition in relation to inter alia gender, background and age.

Further, the composition of the SB EYA shall be such that the combination of experience, expertise, diversity and independence of its members will optimally enable the SB to comply with its various obligations vis-à-vis EYA and those involved with EYA, amongst which the members, employees and external stakeholders, in accordance with applicable laws and regulations. The SB EYA shall continuously comply with the requirements regarding its expertise.

The composition of the SB EYA shall also be in accordance with the stipulations of articles 2.4, 2.6, 2.7 and 2.11 of the SB EYA's Charter.

General qualities

Each candidate for (re)nomination to the SB EYA shall possess the following general qualities:

- have sufficient time to adequately fulfil his / her duties;
- broad managerial and organisational experience;
- an entrepreneurial mind-set;
- be able to evaluate the main features of the entire policies of EYA and its professional practice;
- be able to act independently and critically towards other members of the SB EYA and towards the (members of the) Board EYA and with a problem-solving attitude;
- have supervisory skills, have a down to earth attitude, have the skills and the drive to ask follow-up questions, analytic skills, authenticity, communication skills, persuasiveness and be stress resistant;
- be able to co-operate in a team;
- be able to advise the Board EYA on the implementation of policies and to assist the Board EYA with counsel;
- have integrity and be able to promote the EY values;
- be receptive to signals from within the organisation and society;
- be able to quickly understand complex issues;
- be willing to participate in an induction program and subsequent training courses;
- be willing to be evaluated periodically.

All these qualities should be present on a continuous basis.

Specific qualities

The SB EYA shall be composed in such a way that the following qualities, insights and experiences are present within the SB EYA:

- professional services in a broader sense;
- financial-administrative / accounting, acquired within a large organisation of independent professionals or a large legal entity;
- internal control systems and risk management;
- legal affairs, corporate governance, supervision and compliance regulations;
- labour relations, human resources;
- ICT;
- quality policies in audit organisations and the public interest;
- has a 'social antenna', needs to be aware of the public opinion as well as be in touch with current social sensibilities;
- entrepreneurship and/or experience in professional services;
- international experience and an international orientation;
- sustainability and corporate social responsibility;
- be able to chair meetings;
- have insight in stakeholder interests and the weighing thereof.

It is not necessary for each member to possess each specific quality. We strive for these specific qualities be represented in one or more SB EYA members.

One member of the SB will have a background in or be connected with EY Global or one of its member firms. In that respect, article 34c of the Decree on Supervision of Audit Organisations shall be complied with.

Entry into force

This profile will enter into force on 12 February 2020.

Proclamation

This profile will be published on EY's website.