

## PROFILE OF THE SUPERVISORY BOARD OF ACCELL GROUP NV

### 1. General

The Supervisory Board of Accell Group N.V. (the "SB") adopted this profile for the desired composition of the SB on 29 September 2020.

### 2. Composition of the SB

#### 2.1 Size

The SB shall be composed of natural persons, with a minimum of three members and a maximum of five members.

#### 2.2 Skills set

The composition of the SB shall be such that the combined experience, expertise, skills and independence of its members enables the SB to carry out its duties properly and preserves the long-term success of the company for the benefit of all of its stakeholders including its shareholders.

In particular, the SB as a whole must cover the following areas of expertise, skills, experience and background:

- a. Management experience at board level of a large international and listed company;
- b. Experience with corporate strategy development, mergers & acquisitions, divestments and management of strategic risks in an international context;
- c. Financial/economical expertise, preferably gained in listed companies, regarding financial management, creating shareholder value, financing, accounting and financial reporting, internal risk management and control systems, auditing processes and taxation;
- d. Commercial experience with regard to the marketing and sales of consumer branded products (through independent distribution channels), e-commerce and creating and maintaining brands for consumers;
- e. In view of the international spread of the company, international experience;
- f. Supply chain, procurement, sales & operational planning, product innovation and production technology, in particular the logistics of (small series) assembly processes;
- g. Demonstrable experience with and knowledge of large scale product- and/or services innovation processes and projects;
- h. Knowledge of and experience with information technology, digital innovation and the related organisational transformation;
- i. Organisational and management development;
- j. Knowledge of and experience with human resources management, remuneration systems and social policies; and

k. Corporate social responsibility and sustainability.

### 2.3 Diversity

The desired composition of the SB shall comply with the company's diversity policy. The SB strives for a mixed composition including in respect of gender, age, nationality and background. The aim of the SB is to have at least 30% female members and at least 30% male members.

In case the actual situation differs from the diversity as aimed for in this profile, the SB shall account for this in the annual report of the company and explain how it expects to achieve this aim in the future.

### 3. **Independence**

The SB shall be composed such that its members can function in an independent and critical manner vis-à-vis one another, the Board of Management, and any particular interests involved. An SB member should not be hampered in the independent execution of his supervisory duties by either hierarchical subordination, by cross relationships or by other relationships with persons subject to his supervision.

SB members are not bound by any instructions or mandates, even not from persons upon whose recommendation they were nominated for appointment.

In order to safeguard its independence, the SB is composed in accordance with the criteria set in the Dutch Corporate Governance Code (vide currently: best practice provisions 2.1.7 and 2.1.8).

### 4. **Review and amendment**

As the focus and situation of Accell Group, the markets in which it operates and the global and local environment(s) may change over time, the SB's need for specific skills within the SB are expected to, or may, change as well. Therefore, this profile of the SB shall periodically be reviewed.

Heerenveen, 29 September 2020