
SUPERVISORY BOARD PROFILE

2023

JANUARY 2023

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GENERAL

The Supervisory Board of Assuria N.V. is part of the governance structure of the company as described in the articles of association, the corporate governance code and the corporate governance regulations.

This profile sketch describes the quality requirements that the Supervisory Board must meet.

This takes into account the nature, size and complexity of the company's activities.

The Supervisory Board evaluates the profile every two years, in the month of January, to determine whether it meets the quality requirements.

COMPOSITION

The members of the Supervisory Board are appointed by and are accountable to the General Meeting of Shareholders of Assuria N.V.

Persons who have reached the age of seventy cannot join the Supervisory Board.

A supervisory director who has reached the age of seventy shall resign at the latest on the day on which the next annual general meeting of shareholders is held.

The Supervisory Board consists of at least three and a maximum of nine members.

The composition of the board is such that it can perform its tasks well and that the members can act independently and critically vis-à-vis each other and the executive board.

The composition of the board strives for a good balance in terms of specific knowledge and experience, age and gender.

The majority of the Supervisory Board consists of independent supervisory directors.

A supervisory director is considered independent if the dependency criteria to be mentioned below do not apply to him. These dependency criteria are that the director concerned, or his spouse, registered partner or another life companion, foster child or blood or relative up to the second degree:

- a) has been an employee or management team member of Assuria (including affiliates) in the five years preceding the appointment.
- b) receives personal financial compensation from Assuria or from its affiliated companies, other than the remuneration received for the work performed as a statutory auditor and in so far as it does not fit in with the normal course of business.
- c) has had a significant business relationship with Assuria or its affiliates in the year preceding the appointment. This includes in any case the case that the supervisory director, or a firm of which he is a shareholder, partner, employee or advisor, has acted as an advisor to the company (consultant, external accountant, notary and lawyer).
- d) holds a shareholding of at least ten percent in Assuria (including the shareholdings of natural persons or legal entities cooperating with it based on an express or tacit, oral or written agreement).
- e) is a member of the board or supervisory board or is otherwise a representative of a legal person holding at least ten percent of the shares, except in the case of group companies.
- f) has temporarily provided for the General Management during the previous twelve months in the event of impediment and absence of such General Management.

The Supervisory Board may set up permanent or ad hoc committees among its members, the task and working methods of which shall be determined by the Board. The Supervisory Board has the following standing committees:

- Audit & Compliance Committee (ACC)
- Remuneration & Nomination Committee (RNC)

NOMINATION CRITERIA

Nominations for appointment of supervisory board members must meet the following profile:

General criteria		1 C	2 C AC C	3 C RN C	4	5	6	7	8	9
Be able to oversee and assess the main lines of the management's policy and decision-making.	All members	M	M	M	M	M	M	M	M	M
Of undiscussed behavior and integrity and having a critical thinking ability.	All members	M	M	M	M	M	M	M	M	M
Be aware of the social role of Assuria N.V. and the interests of internal and external stakeholders.	All members	M	M	M	M	M	M	M	M	M
Actively monitor social, economic, political and other developments that are relevant to Assuria N.V. and can assess them.	All members	M	M	M	M	M	M	M	M	M
Willingness to continue education in connection with the work as a council member.	All members	M	M	M	M	M	M	M	M	M
Knowledge and experience in dealing with privacy-sensitive information.	All members	M	M	M	M	M	M	M	M	M
Specific criteria		C	C AC C	C RN C						
Knowledge and experience of insurance/financial services policy and regulation as well as macroeconomic and monetary policy.	Min. 2 members	M	M	M	P	P	P	P	P	P
Financial/Accountancy specialist with demonstrable knowledge and experience with IFRS.	Min. 1 member	P	M	P	P	O	O	O	O	O
Knowledge of Enterprise Risk Management	Min. 1 member	P	M	P	O	O	O	O	O	O
Knowledge of Strategic Human Resources Management	Min. 1 member	P	O	M	P	O	O	O	O	O
Legal knowledge and experience	Min. 1 member	P	P	M	O	O	O	O	O	O
Knowledge and experience in ICT issues	Min. 1 member	P	P	O	O	O	O	O	O	O
Knowledge and experience in corporate finance and investments.	Min. 1 member	P	M	P	O	O	O	O	O	O
Knowledge and experience in governance issues	Min. 1 member	M	P	P	P	P	P	P	P	P
Actuarial knowledge and experience	Min. 1 member	O	P	O	O	O	O	O	O	O

<i>M = mandatory</i>	<i>P = preferred</i>	<i>O = optional</i>
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