

## **Thales Nederland B.V.**

### **Profile of the Supervisory Board**

This profile is set up in accordance with the articles of association of Thales Nederland B.V. The profile of the Supervisory Board is amended as per April 2011 to reflect the principles of the Thales Group and per April 2019 to reflect the Supervisory Board's Terms of Reference.

The composition of the Supervisory Board shall be such that the combined knowledge, experience, skills, expertise and independence\* of its members enables the Supervisory Board to fully carry out its duties in supervising the policies of the Management Board of Thales Nederland B.V.. The Supervisory Board shall be guided by the interests of Thales Nederland B.V. and shall take into account all relevant interests of the stakeholders of Thales Nederland B.V..

The Supervisory Board is composed of natural persons, with a maximum of 5 members, of which 3 are persons appointed from within the Thales Group with an executive position (executive members) and 2 persons that do not hold a position within the Thales Group (outside members).

The composition of the Supervisory Board should reflect the international context and business environment in which Thales Nederland B.V. and its affiliated businesses operate. The Supervisory Board should include members which have knowledge of and/or experience and expertise in respect of:

- management of international companies;
- the business and customers of Thales Nederland B.V. and the Thales Group;
- marketing / sales;
- finance / accounting;
- strategy;
- research & development;
- supply chain;
- the social economic circumstances, conventions and processes in the Netherlands.

As a guideline, the outside members should have knowledge of and/or experience and expertise in respect of the business and customers of Thales Nederland B.V., particularly in one or more of the fields as mentioned above.

One member of the Supervisory Board shall be appointed as the point of contact for the Central Works Council of Thales Nederland B.V.

The members of the Supervisory Board are appointed by the General Meeting of Shareholders.

\*as per the Terms of Reference dated April 9, 2019