

The executive and supervisory directors

The Hague, 11 October 2018

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Subject: Gender diversity in the boardroom

Dear executive and supervisory directors,

Today we sent attached letter to all Dutch listed companies that have not reached the 30% level of female executives and supervisory directors yet. In this letter, institutional investors encourage these companies to increase gender diversity at boards. They firmly believe that a diverse board makes better, more robust decisions and sets the tone at the top for the diverse talent the company seeks to attract.

We very much appreciate your leadership in this area as your company is one of the few companies that already reached the legal target of 30%. We hope that board diversity will remain a focus in the years to come. You have our support.

Yours faithfully,



Rients Abma
Executive Director