

Report of the Supervisory Board

SUPERVISORY BOARD

Name Sjoerd S. Vollebregt (1954)
Function Chairman Supervisory Board
Committee Chairman nomination committee, member remuneration committee
Nationality Dutch
First appointed 2020
Current term Until AGM 2024
Previous positions CEO Stork NV, senior management roles at various companies in the field of logistics, member of the Supervisory Board of TNT Express BV and non-executive board director of Mylan NV
Other functions Chairman of the Supervisory Board of Heijmans NV and chairman of the Supervisory Board of Joulz BV



Name Petri H.M. Hofsté (1961)
Committee Vice-chair Supervisory Board, chair audit committee
Nationality Dutch
First appointed 2015
Current term Until AGM 2023
Previous positions Senior financial management positions at various organisations; partner at KPMG, group controller and deputy chief financial officer of ABN AMRO Bank, division director of the Dutch Central Bank and chief financial and risk officer of APG Group
Other functions Member Supervisory Board of Rabobank, Achmea B.V. and Achmea Investment management, Pon Holdings BV and chair of the Board of Nyenrode Foundation



Name Antonio J. Campo (1957)
Committee Member remuneration committee; member nomination committee
Nationality Colombian
First appointed 2014
Current term Until AGM 2022
Previous positions Multitude of senior management positions at Schlumberger, President and CEO of the Integra group of companies
Other functions Vice-chairman Board Basin Holdings, lead director of National Energy Services Reunited Corporation



Name Marc J. C. de Jong (1961)
Committee Member audit committee
Nationality Dutch
First appointed 2021
Current term Until AGM 2025
Previous positions CEO LM Wind Power, various executive positions and part of Group Management Committee at Royal Philips, executive position at NXP Semiconductors
Other functions Owner and CEO of Innomarket Consultancy BV, member of the Supervisory Board of ASM International NV, member of the Supervisory Board of Sioux. Non-executive board member at three Danish based, private equity owned companies in the international wind energy market, called Nissens AS, Fiberline AS and PolyTech AS



Name Ron Mobed (1959)
Committee Member audit committee
Nationality British
First appointed 2020
Current term Until AGM 2024
Previous positions CEO of Elsevier (part of RELX Group), president of the Energy division of HS Markit Ltd, various senior management positions at Schlumberger
Other functions Non-executive director at AVEVA Plc, board member of Ordnance Survey Limited, non-executive director and chair of Robert Walters Plc



Name Anja H. Montijn (1962)
Committee Chair remuneration committee; member nomination committee
Nationality Dutch
First appointed 2015
Current term Until AGM 2023
Previous positions Various national and international leadership positions at Accenture, amongst others managing partner Resources practice in France and Benelux, Country Managing Director Accenture the Netherlands, Global Managing Director Management Consulting Resources, member Supervisory Board Royal VolkerWessels NV
Other functions Non-executive director at OCI NV



Company secretary Paul Theunissen (1980)

SUPERVISORY BOARD REPORT

For the second year in a row, the world experienced the consequences of the Covid-19 pandemic, both economically and socially. We have had to accept that the impact of the pandemic is lasting longer than we all expected at the beginning of the year. Also, in 2021 Fugro succeeded to adapt its work processes quickly to the circumstances to continue its operations effectively, despite the increased operational complexities caused by the measures to contain the virus.

As Supervisory Board we can only conclude that the management's measures aimed at business continuity during the pandemic paid off. Revenue increased by 5.8% on a currency comparable basis. Thanks to its technical capabilities and excellent reputation, revenues in the offshore wind market sustained its growth trajectory with a plus of 21% for the full year. Infrastructure and water were also up, by 5% and 11% respectively. The company improved its EBIT margin and generated good cash flow. The company has executed numerous demanding projects for its clients successfully. Fugro is in the forefront leveraging technology developments in the field of robotics, remote operations and analytics & cloud automation in order to offer safer, faster, more efficient and higher quality services; all in a more sustainable way.

2021 FINANCIAL STATEMENTS AND DIVIDEND

This annual report includes the 2021 financial statements, which are accompanied by an unqualified independent auditor's report of Ernst & Young Accountants LLP (see the independent auditor's report starting on [page 186](#)). These financial statements were prepared in accordance with International Financial Reporting Standards as adopted by the European Union (EU-IFRS) and section 9 of Book 2 of the Dutch Civil Code.

The audit committee discussed the draft 2021 financial statements with the CEO, the CFO and the auditors. The committee also discussed the long form auditor's report, the quality of internal risk management and control systems and had a discussion with the auditor without Fugro's management being present.

Subsequently, the Supervisory Board discussed the annual report, including the financial statements with the Board of Management in the presence of the auditor. Furthermore, we took note of the reporting from the audit committee and reviewed the independent auditor's report and the quality of internal risk management and control systems.

We recommend that the AGM, to be held on 22 April 2022, adopts the 2021 financial statements. In addition, we request that the AGM grants discharge to the members of the Board of Management in the 2021

financial year for their management of the company and its affairs during 2021, and to the members of the Supervisory Board in office in the 2021 financial year for their supervision over said management. We concur with the decision of the Board of Management that no dividend will be paid for 2021. Even though Fugro reported a positive net result, the company will only resume dividend payments once leverage structurally allows.

HEALTH, SAFETY AND SUSTAINABILITY

Health and safety is of critical importance for Fugro and its people. In 2021, sadly three Fugro employees lost their lives as a consequence of two separate extreme and sudden weather events, while supporting client operations on third party vessels. One incident occurred in April in the USA Gulf of Mexico and the second in May offshore West-India. Our thoughts and support continue to be with family, friends and colleagues that have been affected by these tragic events. We discussed the reviews performed on these incidents with management. We trust that the recently launched '3S Together' safety programme will further underpin Fugro's safety culture. Each regular meeting with the Board of Management starts with a discussion on safety, based on an analysis of statistics, usually in the presence of Global Director Safety & Sustainability.

During the pandemic, the extra demands on health and safety measures continues to be a key focus area. Management explained how Fugro is continuing safe operations from home, in the field and especially on the vessels that Fugro operates. We were also informed on Fugro's employee assistance programme which provides full (mental) health support for all employees.

Sustainability is closely linked to Fugro's purpose of creating a safe and liveable world. It is becoming increasingly important, also from a strategic perspective, as it is not only a corporate responsibility but also a driver for long-term value creation. We discussed the roadmap aimed at reducing the environmental impact of Fugro's own operations (carbon footprint, energy consumption and waste and recycling). As Fugro's carbon footprint is mostly related to its vessels, the ongoing roll-out of remote and autonomous solutions will support improved sustainability performance, not only of Fugro, but also of the clients that use these solutions.

STRATEGY

In November 2018, Fugro launched its strategy 'Path to Profitable Growth', including related mid-term targets. We reviewed the strategy with management to consider whether there is a reason to amend this strategy in light of the pandemic. We agreed with management that the strategy is as relevant as before. In 2021, already 61% of revenues was generated in wind, infra and water. In general, we fully support management's intent to further diversify, and its ongoing focus on its ESG (environmental, social and governance) related performance and reporting, which is considered increasingly important by investors and society in general.

In September, during our three-day 'off-site' meeting, we joined the Board of Management in extensively discussing the group's long-term vision and strategy. We agree with management that the key challenge of Fugro's strategy is supporting its clients with the energy transition, development of sustainable infrastructure and climate change adaptation, both in the marine and land environment. This includes in our joint view:

- Continued diversification through strong growth in offshore wind, major infrastructure projects and new growth markets such as flood protection and water supply
- Maintaining and expanding market leading positions by digital solutions, more client focus and technical innovations
- Improving profitability and cash flow generation towards achieving its mid-term targets, amongst others by further strengthening of commercial capabilities and operational excellence.

RISK MANAGEMENT

Risk management is an essential element of Fugro's culture, corporate governance, strategy development, and operational and financial management. Fugro's risk management is aimed at supporting long-term sustainable value creation. It is designed to provide reasonable assurance that objectives are met by integrating management control into daily operations, ensuring compliance with legal requirements and safeguarding the integrity of the company's financial reporting and its related disclosures.

The oversight of the company's risk management is a critical part in our role. In the past years, risk management procedures have been firmly embedded and structured within the organisation.

Risk awareness is increasing within the organisation and risk management processes are continuously enhanced. Risks have been detailed and compared between the regions. The identified key risks are continuously monitored and re-evaluated and potential new risks are assessed. This process is facilitated and monitored by the internal audit function, which reports periodically on the progress to the audit committee.

Risks have been identified as part of the risk management process and are linked to specific internal control procedures embedded in the internal control framework. The Fugro internal control framework describes the requirements on internal control and determines the set of internal controls to mitigate (key) risks for processes that contribute to, amongst others, the preparation and processing of accounting and financial information. By embedding the internal control framework linked to risk management in the organisation, formalising the documentation of control activities, self-assessments on control activities and standardised business processes, improvements to internal control will be achieved.

The audit committee reviewed the reporting of Fugro's internal risk management and control systems. This was reported to and discussed in the full Supervisory Board. We also discussed the risk management maturity scan performed in 2021, the roadmap to further enhance risk management, and the internal audit plan which is linked to the identified risks for Fugro. The internal audit plan reflects a risk-based approach. Based upon the advice of the audit committee, the audit plan of the internal audit department and the external auditor was approved. We also took note of the reports from internal audit and discussed the reports of the external auditor provided on the (interim) financial statements at half year and full year.

Taking into account the reports and advice from the audit committee, we concur with management that the internal risk management and control systems of Fugro are sufficiently adequate and robust.

INVESTOR RELATIONS AND SHAREHOLDER MEETINGS

We are of the opinion that an open and regular dialogue with shareholders and other investors is important to explain the company's strategy and performance and to receive feedback. On a regular basis, we were informed on investor relations including feedback from roadshows and analyst contacts, share price developments and the composition of the shareholder base. We also took note of analyst reports.

Together with the Board of Management, we prepared for the 2021 annual general meeting of shareholders (AGM). Due to the pandemic, the AGM was again organised in the form of a virtual meeting. It was accessible via a webcast and shareholders were given the opportunity to send in their questions in advance with a possibility for follow up questions during the meeting. All proposals on the agenda were adopted by the AGM.

On 12 May 2021, an extraordinary general meeting was held for the appointments of Marc de Jong as member of the Supervisory Board and Barbara Geelen as member of the Board of Management. The set-up of the meeting was similar to that of the AGM. All proposals on the agenda were approved.

OTHER ACTIVITIES AND MEETINGS

In the year 2021, we had 13 meetings with the Board of Management, of which 6 regular scheduled meetings. The 7 extra meetings were predominantly related to the decertification process, strategy, the composition of the Board of Management and Supervisory Board and the divestment of Seabed Geosolutions. Except for one in September and one in October, all meetings in 2021 were held virtually.

None of the Supervisory Board members was absent at the regular scheduled meetings. Including the extra meetings, the attendance of the Supervisory Board members to the Supervisory Board meetings in 2021 was 92.8%. When members are unable to attend meetings, they provide their input beforehand and receive an update afterwards. The chairman of the Supervisory Board and chair of the audit committee has been in frequent contact with colleagues, the CEO, the CFO, the company secretary and external advisors.

During most of our regular meetings, one of the ELT members (not being a Board of Management member) joined the meeting and was invited to participate in the discussions and give a presentation on his or her area of responsibility.

Supervisory Board attendance record

	SB	AC	RC	NC
Harrie Noy				
Until 22 April 2021	6/6	–	4/4	1/1
Marc de Jong ¹				
As of 12 May 2021	7/7	3/3	–	–
Antonio Campo	12/13	–	6/6	3/3
Petri Hofsté	13/13	5/5	–	–
Anja Montijn	13/13	–	6/6	3/3
Douglas Wall				
Until 22 April 2021	3/6	1/2	–	–
Ron Mobed	13/13	5/5	–	–
Sjoerd Vollebregt ²	13/13	2/2	2/2	2/2

¹ Mr. de Jong attended Supervisory Board and audit committee meetings as a guest as of April 2021.

² Mr. Vollebregt resigned from the audit committee as per 12 May 2021 to join the remuneration and nomination committees.

The chairman acts as the first point of contact within the Supervisory Board for the CEO. By way of preparation, many subjects are discussed in advance in one of the three permanent Supervisory Board committees. All Supervisory Board members receive the meeting documents and the minutes of the three committees.

The Board of Management is an important source of information for the Supervisory Board. It is supplemented with information from the external auditor, internal audit and presentations and discussions with members of the ELT, senior management and other employees in meetings and during site visits. The Supervisory Board receives monthly flash reports on financial performance. Information is also provided outside meetings, in bilateral contacts or whenever a Supervisory Board member feels the need to be informed on a specific topic.

In the regular scheduled meetings, recurring items on the agenda were, among others, quarterly results, market developments, financial performance and forecasts, developments and performance per region and business line, the quarterly results press release, organisational developments, HSSE, ESG, strategy updates and updates on key projects including divestments. The CEO gave a presentation every meeting with an update on priorities of the Board of Management, new key hires and other highlights. The meeting reports of the audit committee, the nomination committee and the remuneration committee were also discussed.

Apart from the regular agenda items and insofar as not already mentioned before, we discussed, amongst others, the following items:

- In our regular February meeting, we discussed the annual results 2020 and related items in the presence of the external auditor (EY). We agreed to propose the re-appointment of the external auditor at the AGM. The annual report 2020 including the remuneration report 2020 were approved. In addition, ESG reporting, the company's net zero target for 2035 and the divestment of Seabed Geosolutions were discussed.
- In March, four extra Supervisory Board meeting were held. The first meeting was scheduled to discuss the strategic roadmap and the decertification process. Also, the agenda for the 2021 AGM was approved. In the second, third and fourth meeting the divestment of Seabed Geosolutions and the composition of the Board of Management and Supervisory Board were discussed. The Supervisory Board also appointed Sjoerd Vollebregt as chairman after the resignation of Harry Noy.
- In April, we discussed the first quarter results and received and compliance update and an overview of talent below the ELT level.
- In May, a virtual meeting was dedicated to the process around the decertification of Fugro's shares and in June we held a meeting to discuss the long-term strategy.
- In July, the half-yearly report 2021 was discussed and approved. The external auditor attended the financial part of the meeting. We received an update from the Chief Financial Officer on her first 100 days at the company.
- In September, we had a three-day 'off-site' meeting in The Netherlands in combination with visits to Fugro's local offices. During our meeting we discussed the July and August results and the mid-term targets. We discussed Fugro's long term strategy and received a presentation from the Global Director Strategic Sales and Marketing on growth through strategic sales and marketing. The 'off-site' visits and meetings with senior management and staff take place annually and we highly value them because it gives us a better view on local operations, management and key employees.
- In our regular October meeting, we discussed the third quarter results. The Chief Financial Officer presented an update on the finance roadmap and an update on cyber security was presented by the Chief Information Officer.
- In a conference call in November, we discussed the preliminary budget for 2022. We gave our feedback on the proposed targets for 2022.
- In December, we approved the annual budget/operational plan for 2022. The Director Investor Relations and the Head of Accounting and Reporting gave a presentation on ESG reporting. We approved the audit plan for 2022, as recommended by the audit committee.

SUPERVISORY BOARD COMMITTEES

The Supervisory Board has three permanent committees: an audit committee, a nomination committee and a remuneration committee. The function of these committees is to assist the Supervisory Board and to prepare the decision-making. The chairman of each committee reports the main considerations, findings and recommendations to the full Supervisory Board.

Audit committee

The members of the audit committee are Petri Hofsté (chair), Ron Mobed and Marc de Jong, who joined the committee as of 12 May 2021. Sjoerd Vollebregt resigned from the committee to join the nomination committee and remuneration committee. Collectively the members possess the required experience and financial expertise. Petri Hofsté has specific expertise in financial reporting, risk management and audit.

In 2021, the committee met five times. All meetings were attended by the CFO, the Group Controller, the Director Internal Audit, the General Counsel and the external auditor. In the meeting in which the annual results were discussed, the CEO was also present. The chairman of the committee had regular contact with the CFO to discuss financial performance, risks and other relevant matters, and with the internal and external auditors.

Recurring items on the agenda were the quarterly results and the half-year report, risk management and internal control, the internal audit plan and internal audit reports, audit plan and reports of the external auditor and claims/disputes and compliance aspects. More specific items on the agenda were amongst others, project management and strategic projects,

ESG reporting, tax, impairment testing, treasury, IT, cyber security and the follow upon the management letter. Many of these topics were presented by the responsible managers.

In its February 2022 meeting, the audit committee reviewed amongst others the 2021 financial statements and other parts of the annual report. The committee discussed the use of the going concern assumption, and the compliance with covenants. The budget 2022 was discussed in the December 2021 meeting. The valuation of goodwill, vessels and right-of-use assets were discussed on the basis of impairment tests and sensitivity analysis performed. The quality of the financial closing and analysis process was reviewed as was the adequacy of the disclosures in general and specifically those with respect to segment reporting.

Furthermore, during the year the compliance and due diligence processes regarding agents and the process of project reviews were discussed, as were ESG reporting and Fugro's approach to the TCFD guidelines (Taskforce on Climate-related Financial Disclosures). Considerable time was spent on performance in relation to capital expenditure, economic circumstances (e.g., inflation), availability and utilisation of assets and third-party costs.

The committee was briefed by the external auditor on relevant developments in the audit profession. The committee met with the external auditor without the Board of Management being present and reported to the Supervisory Board on the performance of and the relationship with the external auditor. The chair of the committee also regularly communicated on a one-to-one basis with the external auditor.

The committee also had a closed meeting with the Director Internal Audit. Among others, the performance and independence of internal audit and its members were discussed. The committee also evaluated the performance of the internal audit function, without the Director Internal Audit being present, on the basis of input provided by management and its own observations. Conclusions were positive. During the year, there were regular one on one contacts between the chair of the committee and the Director Internal Audit.

It is a regular practice that the audit committee shares its main deliberations and findings in the Supervisory Board meeting following the audit committee meeting. In the reporting to the Supervisory Board, the information as referred to in best practice provision 1.5.3 of the Code is taken into account.

At the AGM on 22 April 2021, Ernst & Young Accountants LLP (EY) was reappointed as auditor to audit the financial statements for 2022.

In its February 2022 meeting, the audit committee evaluated the performance of EY. Input was an assessment based on a questionnaire and interviews with relevant management. Based on the evaluation, the audit committee advised the Supervisory Board to propose at the upcoming AGM on 22 April 2022, to reappoint EY to audit the financial statements for 2023.

Nomination committee

The members of the nomination committee are Sjoerd Vollebregt (chair), Antonio Campo and Anja Montijn.

In 2021, the committee met three times, mostly with the CEO and the Group Director Human Resources being

present. The topics that were discussed included, among others, organisation development, global human resources management, talent development and succession planning, initiatives to increase diversity at senior management level, annual assessment of the Board of Management and its individual members and the process for self-assessment of the Supervisory Board.

The committee also discussed the composition of the Management Board and the Supervisory Board, developed profiles for vacancies, involved a search agency to look for candidates, ran the selection process and prepared proposals for the succession in the Management Board and in the Supervisory Board. This resulted in the appointments of Barbara Geelen and Marc de Jong at the EGM on 12 May 2021.

Remuneration committee

The members of the remuneration committee are Anja Montijn (chair), Antonio Campo and Sjoerd Vollebregt.

Both the remuneration and the nomination committee prepare the Supervisory Board's duties in its role as the employer of the Board of Management.

In 2021, the committee met six times, mostly with the CEO, the Group Director Human Resources and the Global Head of Rewards being present. Discussed were, among others, the annual bonus 2021 for the members of the Board of Management and the ELT, the bonus targets for 2022, the vesting of the performance shares that were granted in 2019 and the granting of performance shares to the members of the Board of Management and the ELT for the period 2022 – 2024. The committee also discussed and advised on the granting of RSU's under the new long-term incentive programme for key employees and discussed and

agreed on the remuneration report to be included in the annual report 2021.

COMPOSITION AND FUNCTIONING OF THE SUPERVISORY BOARD

The Supervisory Board has formulated a profile defining its size and composition, taking into account the nature of the company and its activities. This profile is published on Fugro's website. The Supervisory Board has set the number of members that it aims for at six.

After the AGM of 22 April 2021, Harry Noy, who had been on the board since 2012, stepped down. We thank him for his valuable contribution as chairman of the Supervisory Board and chair of the nomination committee. During his 10 year tenure in our Board, of which 8 years as chairman, he has enabled the company to navigate challenging market circumstances. Sjoerd Vollebregt succeeded him as chair of the

Supervisory Board and chair of the nomination committee. After the same AGM, Douglas Wall stepped down. We thank him for his large contribution as member of the Supervisory Board and audit committee. To fill the vacancy, Marc de Jong was appointed for a four-year term, an experienced international business executive and board member, with an extensive experience in the wind energy market and a proven track record in technology and business development.

Also after these changes, the composition of the Supervisory Board is balanced and complies with the requirement of at least one-third of each gender in accordance with the Gender Diversity Bill for Company Boards that came into effect on 1 January 2022. The mix of knowledge, skills, experience and expertise of its members is such that it fits the profile and strategy of the company and its diversity policy (see for more information on composition and diversity, [page 91](#) of this annual report).

The Supervisory Board attaches great importance to the independence of its members. All members qualify as independent in the meaning of best practice provisions 2.1.7 – 2.1.9 of the Code. None of the criteria as referred to in best practice provision 2.1.8 is applicable to any one of the members and they do not carry out any other functions that could jeopardise their independence. The Supervisory Board members also comply with the requirement under section 2:142a of the Dutch civil code that they do not hold more than five Supervisory Board positions (including non-executive directorships at one tier boards) at certain 'large' (listed) companies or entities.

The Supervisory Board undertakes a self-evaluation on an annual basis, in principle, every three years with the help of an external consultant. Although this was last done in February 2017, we decided that under the present circumstances and the changing composition of the Supervisory Board in 2021, the evaluation over the year 2022 will be performed by an external

Supervisory Board skills matrix

	Sjoerd Vollebregt	Petri Hofste	Antonio Campo	Marc de Jong	Ron Mobed	Anja Montijn
Executive board member of (listed) international company	✓	✓	✓	✓	✓	✓
Finance/governance	✓	✓		✓		
ESG		✓		✓		
Technology/innovation	✓		✓	✓	✓	
IT/digital/cyber security					✓	✓
Risk management	✓	✓	✓			
Human resources		✓	✓	✓		✓
Project management	✓	✓	✓			✓
Energy (transition)			✓	✓		✓
Business strategy planning	✓	✓	✓	✓	✓	✓

consultant. The self-evaluation this year was conducted on the basis of a questionnaire, which was completed by each member and discussed with the full board in an internal meeting. Attention was paid to the composition and functioning of the board and its three committees and the interaction with the Board of Management and the ELT.

The overall conclusion from this process was that the Supervisory Board – despite the limitations caused by the pandemic – is operating well and that discussions are open and constructive. The face-to-face meetings were clearly missed, as were the informal meetings on the evenings prior to the regular board meetings. Although all members are used to meet via video calls, teambuilding and informal contacts are hampered when meeting in person is not possible. Key areas of supervision such as strategy, business performance and financial reporting are well covered. Several suggestions were made for items which need specific attention in the interaction between the Boards.

COMPOSITION AND FUNCTIONING OF THE BOARD OF MANAGEMENT

During the year 2021, the Board of Management consisted of Mark Heine (CEO) and as of 12 May 2021, Barbara Geelen (CFO). Barbara Geelen succeeded Paul Verhagen who left the company after the AGM of 22 April 2021. We thank him for his contribution for the company in the last seven years. Paul played a key role in the professionalisation of the finance function throughout the company and the transformation towards a more cohesive, agile and resilient organisation, providing Fugro with the financial flexibility to execute on its Path to Profitable Growth strategy.

With input from all Supervisory Board members, the nomination committee evaluated the performance of the Board of Management. Also, the personal targets for 2021 were evaluated and the functioning of the Board of Management as a team was discussed.

The size and composition as well as the combined experience and expertise of the ELT and the Board of Management fit the profile and strategy of the company. The composition is balanced from an age, nationality, gender and background perspective. Conform the Gender Diversity Bill for Company Boards, the Supervisory Board will supervise the target setting for a balanced gender diversity in the Board of Management, the Supervisory Board and senior management levels to be reported on in the annual report 2022. For the current composition of the Board of Management and the ELT and information about its members, please refer to [pages 62 and 63](#) of this report.

FINAL COMMENTS

It has again been a challenging year for everybody in Fugro as the consequences of the pandemic are still being felt. The pressure has been high for everyone at Fugro. Therefore, we praise the resilience of all Fugro staff in this pandemic.

We want to thank management and all Fugro staff for their professional behaviour, dedication and flexibility which has been key to achieving our goals. With the positive results of 2021, we can look forward to the future of Fugro with confidence.

Leidschendam, 25 February 2022

Sjoerd Vollebregt, chairman
Petri Hofsté, vice-chair
Antonio Campo
Marc de Jong
Ron Mobed
Anja Montijn