

## Curriculum Vitae: [Angelique Heckman](#)

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### Personal Details:

Date of Birth: April 28, 1968  
Nationality: Dutch



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### Non-executive Activities:

#### **March 2023 – Present: De Domijnen**

Member of the Supervisory Board; President of the Remuneration Committee

#### **December 2020 – Present: Royal Avebe**

Member of the Supervisory Board; Member of the Remuneration Committee

#### **March 2019 – Present: Witteveen + Bos, Engineers & Consultants**

Member of the Supervisory Board; Member of the Innovation Advisory Board

#### **2016 –2020: Bernhoven Hospital**

Member of the Supervisory Board; President of the Remuneration Committee

### Professional Experience:

#### **September 2019 – September 2022: Royal Swinkels Family Brewers (RSFB) N.V.**

Chief People & Culture Officer / Member of the Executive Board of Directors

#### **2018 – 2019: Change Matters**

Consulting and Executive Coaching Services / Change Management

#### **2015-2018: Royal Cosun / Aviko Group B.V.**

CHRO, Member of the Executive Board of Directors

#### **2012-2014: Etam Groep b.v.**

CHRO, Member of the Executive Board of Directors

#### **1998 – 2012: Royal DSM, The Netherlands**

VP HR, DSM Food Specialties (2009 – 2012)

HR Director, DSM Sourcing (2005 – 2009)

Project Manager supporting Managing Board, Corporate Affairs (2003 – 2005)

Project Manager, Corporate HR (2003)

HR Manager, Manufacturing, DSM Elastomers (1998 – 2002)

**1997 - 1998: Loyalty Management Group, Toronto, Canada**  
**Project Manager, HR**

**1995 - 1997: Law Offices of Estee Rappaport, Boston, US**  
**Lawyer**

**1992 - 1995: ARAG Insurances, Leusden, The Netherlands**  
**Lawyer**

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**Education:**

**Oxford (Said Business School) & HEC Paris**

Executive Master's in Consulting & Coaching for Change  
(2013-2015)

**Lesley School of Management (Boston)**

MSM, Specialization in HR Management (1995-1998)

**Harvard University (Boston)**

Certificate Program, Human Resources (1995)

**University of Utrecht, Law School**

JD, Civil and Criminal Law (1986-1992)