**SUPERVISORY BOARD PROFILE**

**SIF HOLDING N.V.**

## INTRODUCTION

### Article 1

**1.1** This profile sets out the general principles applied by the Company to the composition of the Supervisory Board.

**1.2** This profile is complementary to, and subject to, the Company's articles of association, the internal rules of the Supervisory Board, and applicable laws and regulations.

**1.3** This profile shall be posted on the Website.

## DEFINITIONS AND INTERPRETATION

### Article 2

**2.1** In this profile the following definitions shall apply:

| | |
|---|---|
| **Article** | An article of this profile. |
| **Chairman** | The chairman of the Supervisory Board. |
| **Company** | Sif Holding N.V. |
| **Investor** | Grachtenheer 10 B.V., a private company with limited liability with trade register number 34271981, or any of its legal successors. |
| **Investor Supervisory Director** | A Supervisory Director proposed by the Investor for nomination by the Supervisory Board to be appointed by the General Meeting pursuant to the relationship agreement between the Company and the Investor dated 15 June 20123 |
| **Executive Board** | The Company's Executive board. |
| **Executive Director** | A member of the Executive Board. |
| **Supervisory Board** | The Company's supervisory board. |
| **Supervisory Director** | A member of the Supervisory Board. |
| **Website** | The Company's website. |

**2.2** Terms that are defined in the singular have a corresponding meaning in the plural.

**2.3** Words denoting a gender include each other gender.

## COMPOSITION OF THE SUPERVISORY BOARD

### Article 3

**3.1** In order to ensure that the Supervisory Board is properly composed, recommendations, nominations and proposals for the appointment of a Supervisory Director shall be made taking into account the general principles set out in this Supervisory Board Profile.

**3.2** The Supervisory Board shall be composed of individuals who are knowledgeable and have relevant experience and expertise in one or more of the following areas:

**a.** the industry in which the Company operates;

**b.** general management;

**c.** project management;

**d.** finance, administration and accounting;

**e.** strategy;

**f.** marketing and sales;

**g.** manufacturing and production;

**h.** innovation, research and development;

**i.** safety and environment;

**j.** human resources, personnel and organisation;

**k.** information technology; and

**l.** risk management, regulatory and legal affairs.

**3.3** Each Supervisory Director shall be expected to have the following competences and qualities:

**a.** integrity;

**b.** the ability to act critically and independently of the other Supervisory Directors, the Executive Board and any particular interest;

**c.** the ability to promote and protect the interests of the Company and its various stakeholders;

**d.** awareness of international trends in society, economy and politics;

**e.** a track record of proven success;

**f.** analytical, critical and solution-oriented;

**g.** having sufficient time at his disposal to perform his duties properly;

**h.** willingness to follow induction and training programmes, periodical evaluation and continuous improvement; and

**i.** willingness to accept to be a member of one or more committees established

by the Supervisory Board.

**3.4** All Supervisory Directors, with the exception of any Investor Supervisory Director, shall be independent within the meaning of the Dutch Corporate Governance Code.

**3.5** The Supervisory Board shall comprise such number of Investor Supervisory Directors as agreed between the Company and the Investor in the relationship agreement dated 15 June 2023.

**3.6** At least one Supervisory Director shall be a financial expert with relevant knowledge and experience of financial administration and accounting for listed companies or other large entities. Unless the Supervisory Board decides otherwise, the chairman of the Audit Committee shall be a Supervisory Director who is a financial expert as referred to in the previous sentence.

**3.7** The Chairman may not be a former Managing Director or an Investor Supervisory Director.

**3.8** Without prejudice to any restrictions under mandatory Dutch law, the number of memberships of supervisory boards of Dutch listed companies (including the Company) which a Supervisory Director may have, shall be limited such that the proper performance of his duties is assured and shall in any event not be higher than five, with chairmanship counting double.

**3.9** The Company endorses the importance of diversity in terms of, among other things, background, age, gender, nationality, and experience. However, the importance of diversity, in and of itself, should never set aside the overriding principle that a Supervisory Director should always be recommended, nominated and appointed for being the "best person for the job".

## AMENDMENTS AND DEVIATIONS

### Article 4

**4.1** The Supervisory Board may amend or supplement this profile pursuant to a resolution to that effect.

**4.2** The Supervisory Board may also approve temporary deviations from this profile pursuant to a resolution to that effect.

**4.3** Any amendment or deviation made pursuant to this Supervisory Board Profile shall be subject to the Company's articles of association, the internal rules of the Supervisory Board, and applicable laws and regulations.

## GOVERNING LAW AND JURISDICTION

### Article 5

This profile shall be governed by and shall be construed in accordance with the laws of the Netherlands. Any dispute arising in connection with this profile shall be submitted to the exclusive jurisdiction of the competent court in Amsterdam.

| **Area of expertise** | **Supervisory Board Member** |
|---|---|
| Offshore energy market; | Neil McArthur, Peter Wit, Annabelle Vos |
| General management & strategy; | Neil McArthur |
| Project management; | Neil McArthur, Peter Wit, Annabelle Vos |
| Finance, administration and accounting; | Peter Wit |
| Marketing and sales; | Neil McArthur |
| Manufacturing, logistics, innovation & R&D; | Peter Wit |
| Safety, environment & governance; | Neil McArthur, Annabelle Vos, Angelique Heckman |
| Human resources, personnel and organisation; | Neil McArthur, Angelique Heckman |
| Information technology; | Peter Wit |
| Risk management, regulatory and compliance. | Annabelle Vos, Angelique Heckman |