

## Steven ten Have

**Date of birth:** 30 August 1967

**Nationality:** Dutch

Steven ten Have was appointed to the Supervisory Board of ABN AMRO Group N.V. on 30 March 2010 and to the Supervisory Boards of ABN AMRO Bank N.V. (pre-merger with Fortis Bank (Nederland) N.V.) and Fortis Bank (Nederland) N.V. (as per 1 July 2010 merged with ABN AMRO Bank N.V.) on 1 April 2010. On 18 May 2016 he was appointed as vice-chairman of the Supervisory Board. As per 5 February 2018 Steven ten Have is the acting chairman of the Supervisory Board.

He started his career with Berenschot Groep B.V. as an advisor in strategy and management. He further held the positions of managing director, Director Berenschot Corporate, Vice-Chairman of the Executive Council of Berenschot Groep and Chairman of the Works Council.

Since 2004, he is partner of TEN HAVE Change Management. TEN HAVE Change Management advises primarily middle and large organisations in organisational change, strategy, restructuring and corporate governance. In addition, he became professor of Strategy & Change at Vrije Universiteit Amsterdam in 2003.

Previously, Steven ten Have was chairman of the supervisory board of CITO B.V. from January 2006 to January 2015, chairman of the supervisory board of AFC Ajax N.V. from July 2011 to March 2012, board member of the Dutch Quality Institute (Stichting Instituut Nederlandse Kwaliteit, or INK) from October 2003 to March 2016 and Chairman of the Supervisory Board of SIG from May 2014 to June 2017.

Currently, Mr ten Have is still a partner in TEN HAVE Change Management and full professor of Strategy and Change and chairman of the parttime Msc.-programme Change Management at Vrije Universiteit Amsterdam. He is also author of a large number of books and articles related to strategy and change.

### Education:

- PhD. in Business Administration (2002), Universiteit Twente, Enschede
- Master of Science in Business Administration (1994), Nyenrode Business Universiteit, Breukelen
- Master in Law (1992), Rijksuniversiteit Utrecht
- Master in Psychology (1992), Rijksuniversiteit Utrecht

### Supervisory Positions:

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### Other positions:

- Member of the Education Council of the Netherlands (*Onderwijsraad*)
- Chairman, Stichting "Center for Evidence-Based Management"
- Deputy expert member Ondernemingskamer Gerechtshof Amsterdam (*Court of Enterprise at the Amsterdam Court of Appeal*)