

## Martijn Roelants

### Chief HR Officer

### Member Nutreco Management Board

Martijn was appointed Nutreco's Chief HR Officer in April 2019. He joined the company following three years as Chief People Officer at Mammoet, the Dutch engineering equipment firm which, like Nutreco, is part of SHV Holdings N.V. Prior to this role, Martijn was member of the SHV Holdings Management Team, which he joined in 2008. He has also served in a number of other senior regional and global HR leadership roles, as well as consulting and financial positions at companies such as Deloitte and IMK.

Martijn began his career at an engineering company, which has remained a lifelong passion. In 2000, Martijn moved into business consulting. He set up a specialist consulting unit for Deloitte and became a member of the firm's global management team.

In 2002, Martijn switched his focus to HR, having amassed a significant breadth of experience in general management, including finance, business reorganisation, IT, marketing and communications and facilities management, in his previous roles. He frequently draws on this knowledge and expertise in his current mission to recruit and retain the best talent for Nutreco. Martijn is guided by the principle that developing organisational capabilities and people is critical to Nutreco's ability to deliver an impact over the long term.

*"Feeding the Future is a very powerful purpose statement for Nutreco. But there's no single silver bullet for reaching the solution – we need multiple elements to come together. Part of the answer lies in being able to bring out the best in our people and leveraging the strength of the organisation in a timely way."*

- Martijn Roelants