



**Rotation Schedule of the Supervisory Board of ICT GROUP NV**

This rotation schedule, which is aimed at retaining the balance in the requisite expertise, experience and diversity with the Supervisory Board of ICT GROUP N.V. was prepared on the basis of clause 2.1.4 of the Supervisory Board Rules in accordance with Annex 2 to those Rules.

The term of office of a Supervisory Director ends at the end of the annual general meeting in the year indicated below.

NAME	APPOINTMENT	END of 1 <sup>ST</sup> TERM	END of 2 <sup>ND</sup> TERM
Th.J. van der Raadt Chairman	30-05-2011	13-5-2015	AGM 2019
D. Luthra Vice Chairman	23-05-2012	11-5-2016	AGM 2020
F.J. Fröschl Member	30-05-2011	13-5-2015	AGM 2019
G.A. van der Werf Member	09-05-2018	AGM 2022	AGM 2026