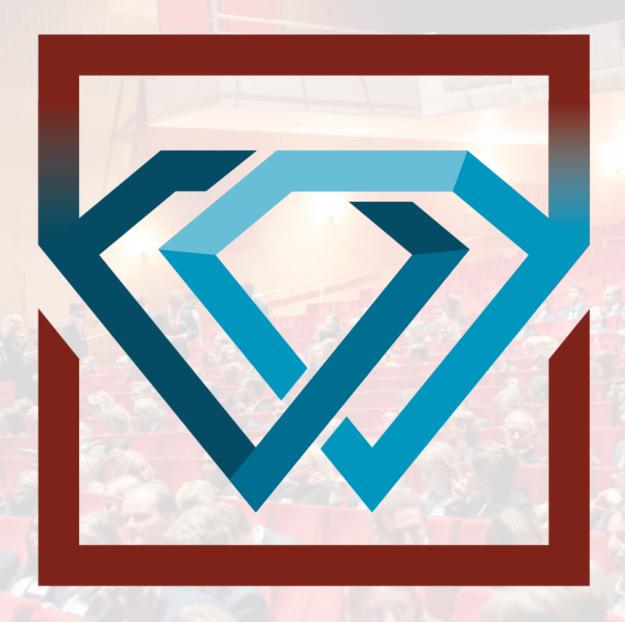
CONFERENCE DAY 2025 BOOK OF ABSTRACTS



FROM PRESSURE TO DIAMONDS TRANSFORMING ADVERSITY INTO TRIUMPH





WELCOME TO THE EBF CONFERENCE 2025!



MAIN PARTNERS:





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PROGRAM CONFERENCE DAY 2025

	TIMESLOT	ACTIVITY	LOCATION
	9:15 - 9:45	Reception	Business Lounge
	9:45 - 10:00	Grand Opening Betty Schmitz	Theatre Kinepolis
	10:00 - 10:15	Opening Chairman of the Day: Lennart Booij	Theatre Kinepolis
	10:15 - 10:50	Boudewijn Siemons (CEO Port of Rotterdam)	Theatre Kinepolis
	10:50 - 11:25	Peter Hein van Mulligen (CBS)	Theatre Kinepolis
_	11:25 - 11:45	Break	Foyer Kinepolis
	II:45 - I2:20	Heleen van den Berg (CEO Cordaid)	Theatre Kinepolis
_	12:20 - 12:55	Vincent Maagdenberg (CRO Rabobank)	Theatre Kinepolis
	12:55 - 14:05	(Recruitment) Lunch	Wine & Dine
	14:05 - 16:15	Masterclasses & Workshops	Skyboxes & Theatre Kinepolis
_	16:15 - 16:30	Break	Business Lounge
	16:30 - 17:05	Arne van der Wal (Co-Founder Follow the Money & Quote 500	Theatre Kinepolis
	17:05 - 17:15	Closing remarks	Theatre Kinepolis
	17:15 - 18:45	Social	Business Lounge
	19:15 - 22:00	(Recruitment) Dinner	NOK (Forum)
	22:00	Afterparty	Wolthers 4



PREFACE CHAIRWOMAN EBF CONFERENCE BOARD

Dear participant,

Welcome to the 17th edition of the EBF Conference!

Today, everything revolves around the theme: "From Pressure to Diamonds: Transforming Adversity into Triumph."

With this, we explore how challenges can serve not as obstacles, but as catalysts for growth and transformation. Just as diamonds are formed under immense pressure, so too are the most resilient leaders, organizations, and ideas shaped by adversity. We experienced this ourselves first hand: A board year is an example that truly puts this theme into practice. It comes with high expectations, unexpected hurdles, and moments that test your patience and persistence. Meanwhile, you grow both personally and professionally. Me and my board members have learnt that resilience is key to success.

Whether it emerges from personal matters, economic shifts, or global disruptions, resilience allows us to overcome many challenges. For example, we will explore how organizations can become and remain resilient in times of rapidly evolving narratives in society and the digital world, polarizing policies, and geopolitical risks in the global economy.

During the EBF Conference 2025, you will hear from inspiring speakers, engage in meaningful conversations, and connect with companies who are passionate about turning pressure into progress.

To all participants, I wish you an inspiring and insightful day!

~ BETTY SCHMITZ







PREFACE DEAN

FACULTY OF ECONOMICS AND BUSINESS

Today's world is challenging and very dynamic with significant changes in geopolitics. The entrance of Donald Trump in the White House with a strong America First strategy and a conservative cultural agenda, has strong implications for the world. International trade is suffering with tariffs for Europe, China, Japan and many others.

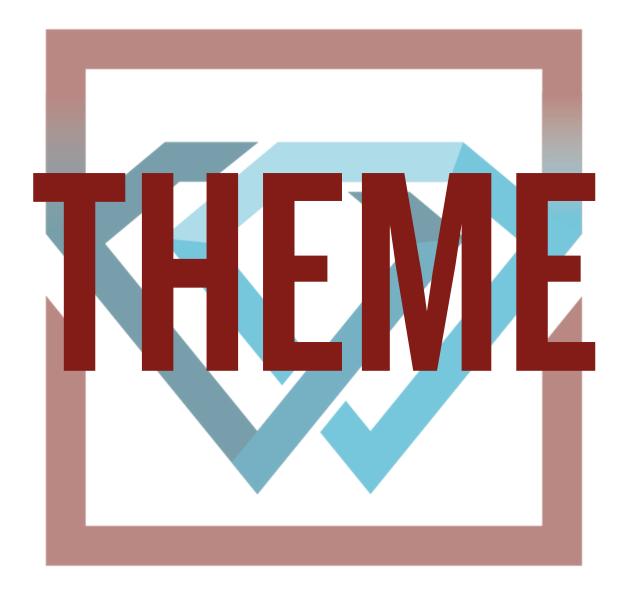
Moreover, across the globe there are multiple enduring conflicts that threaten the Western World and its' credibility. Europe is trying to find a new position in this global storm, but sometimes unified and sometimes divided, they also struggle internally with growing populism and nationalism. And then I did not mention the disruptive consequences of AI and its' successors.

In this changing world, our governments and businesses must rethink their position and consider their strategic focus. Should firms given these changes cut back on investments in sustainability? How should firms remain competitive globally with increased protectionism? What should the focus be of economic policy aiming to remain sufficient wealth? Should we act as preachers standing for the right values, or be more pragmatic and strongly consider our trade position?

This year's focus of the EBF conference is strongly on the position of Western Europe and specifically the Netherlands in this changing environment. It is very important that students as future leaders think about these developments, understand their main values, and the consequences for business strategy and economic policy. I hope that this conference will give you some right insights. I wish you all a very good conference with meaningful interactions.







FROM PRESSURE TO DIAMONDS

TRANSFORMING ADVERSITY INTO TRIUMPH

"The greatest glory in living lies not in never falling, but in rising every time we fall."

This quote by Nelson Mandela embodies the spirit of resilience, a quality essential in today's fast-paced and ever-changing world. Our journey through life is often marked by pressures that test our resolve, shape our character, and ultimately forge us into figures of strength and inspiration—much like diamonds formed under immense pressure. Resilience permeates every level of our existence, from individual endeavors to multinational enterprises. At the personal level, it helps us navigate the uncertainties of career and life transitions, empowering us to adapt and thrive despite adverse conditions. The art lies in managing these challenges and leveraging them to come out stronger.

We explore the complex nature of resilience through four pivotal trends: media literacy, economic stability, cultural awareness, and the popularizing gig economy. Each of these trends underscores the vital role of resilience in a complex and rapidly evolving world. Resilience is not merely about surviving; it's about thriving. It's about communicating strength, fostering innovation, and projecting optimism. As we explore these themes, we invite you to engage with us in redefining obstacles as catalysts for growth, illustrating that, just like diamonds, the most resilient among us are often those forged under the greatest pressures.





MODERATORS



CHAIRS OF THE DAY LENNART BOOIJ

Lennart Booij is an experienced moderator specializing in societal challenges and transformation processes. He is the co-founder of the campaign agency BKB and has worked as a strategic advisor, radio and television presenter, and art intermediary.

Additionally, Lennart holds a PhD in art history, is a curator, and recently became a co-owner of Public Relevance, a startup focused on adding public value and human attention through a creative and proactive interpretation of new ESG regulations.







CHAIRS OF THE DAY MYRTHE SMIT

Myrthe Smit is a familiar face at EBF. Besides her study in Strategic Innovation Management, she has committed herself to various positions to improve student well-being at the FEB. In 2022-2023, she was the Project & Inclusion officer of the EBF Board, and thereafter, in 2024-2025, the Student Assessor of the FEB. Now, she has started a traineeship at Stedin, where she learns all about energy transition.

She will certainly bring her young energy and ambition to the EBF Conference 2025, where she aims to take on a student perspective and discover all about our theme and speakers.

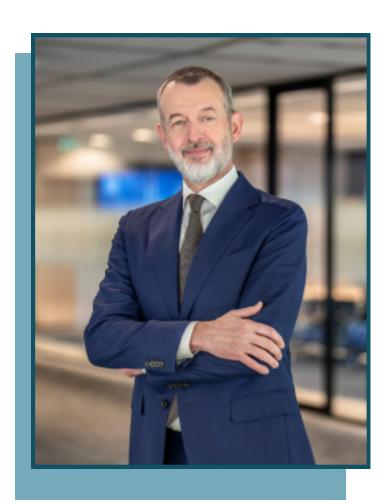




SPEAKERS

SPEAKER I BOUDEWIJN SIEMONS

Boudewijn Siemons has been CEO of the Port of Rotterdam Authority since 1 February 2024. In the organisational structure, the commercial and staff departments are below Boudewijn Siemons in his role as CEO.



Experience

Mechanical engineer Siemons became interim CEO at the Port of Rotterdam Authority in July 2023. At the time, he was already COO at the Port Authority (since October 2020). Before joining the Port Authority board, Siemons worked at Royal Vopak as President of the North and Latin America division. He was previously a member of Vopak's management and worked in that capacity in Europe, the Middle East and the US. Before that (from 1998 to 2006), Siemons held various management positions at Royal VolkerWessels. Boudewijn Siemons began his career in 1987 in the Netherlands Royal Navy, where he served until 1998. He studied at the Netherlands Royal Naval Institute and TU Delft.







SPEAKER II PETER HEIN VAN MULLIGEN

Peter Hein van Mulligen is the **Economist** Chief and spokesperson for economics and labor market at Statistics Netherlands (CBS). His role is challenging, diverse and both requiring in-depth knowledge of all aspects of the economy and the ability communicate them to clearly to a broad audience.

He studied economics in Groningen and earned a PhD focused on price indices, partly using data from CBS. After completing his studies, he joined CBS, where he has worked to deepen his understanding of how statistics are produced, how they interrelate, and how they fit into the broader economic context. His primary responsibility is to convey the economic story behind the numbers in a way that is accessible to everyone.

CBS, he collaborates closely with colleagues from various well the organization's disciplines as as news desk. As spokesperson, he serves as the link between statisticians and the public. He also regularly gives presentations on economic topics and even had the opportunity to win De Slimste Mens. What he values most about his work is not only witnessing how statistics are created but also being able to explain them. For him, telling the story is just as important as producing the data.





SPEAKER III HELEEN VAN DEN BERG

Heleen van den Berg is CEO of Cordaid since October 2023, Cordaid is the largest Dutch international NGO, with a history of more than 100 years. In her role, Van den Berg leads an organisation that operates in over 35 countries worldwide, often in the most challenging and fragile environments. Cordaid works collaboration close with local partners, combining a dual mandate of humanitarian assistance and longterm international cooperation to strength health, agrifood as well as security and justice systems.



Van den Berg sees strengthening resilience as the heart of Cordaid's mission: "In a world of growing inequality and uncertainty, we must invest in the resilience of people and systems." She believes in partnerships where local actors genuinely lead in shaping their own future.

Before joining Cordaid, Van den Berg held several senior leadership positions, including head of the National Aid of the Netherlands Red Cross, as well as head of the marketing department of the Royal Dutch Touring Club ANWB.

She is also active in various cultural and international cooperation networks and advisory bodies. Her current non-executive roles include:

- Member of the Supervisory Board of the Hague Historical Museum
- Member of the Supervisory Board of Museum The Prison Gate







SPEAKER IV VINCENT MAAGDENBERG

Vincent Maagdenberg is the Group Chief Risk Officer (CRO) of Rabobank and member of the Managing Board. He is responsible for the management of both Financial (amongst others Credit and Market Risk) and Non-Financial Risk others (amongst Operational, Compliance and Model Risk). He was appointed as Group CRO on April 1, 2023 and joined the Managing Board the same dav. Furthermore, Vincent is a member of the North America Board for Rabobank.

Vincent studied Business Econometrics at Erasmus University in Rotterdam and also holds the Global Executive OneMBA from the same university. Before he joined Rabobank, Vincent worked for ING in various roles, both nationally and internationally. He has a broad experience for both Retail and Wholesale banking. He has been commercially responsible for ING WB's global lending portfolio spanning over 40 countries after having developed himself as a risk professional in the domestic retail domain. His latest role within ING was Chief Transformation Officer ING Wholesale Bank leading this business unit into the digital future.

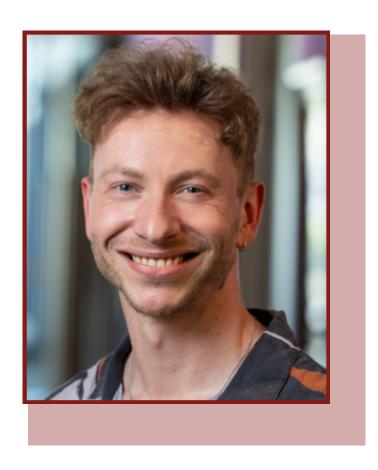




MASTERCLASS SPEAKERS

KYON SOONS

Kyon Soons has been working as an ethicist for a.s.r. the past 7 years, after studying Philosophy (Liberal Arts) and Applied Ethics in Utrecht. Beginning his career in the mortgage department of a.s.r., he was given an opportunity to provide an ethical workshop for a.s.r.'s Compliance department, which grew into a fulltime function within the company and includes general ethics training, tailored dilemma sessions, the development of ethical policies and guidance and advising and supporting on internal and external ethical issues that arise in the many roles a.s.r. has a company (insurer, investor, employer, procurer) across all layers and departments of the company.







MASTERCLASS SPEAKERS

PATRICK TRENTELMAN

Patrick Trentelman (born 1977) is one of the first Al Officers in the Netherlands. Working from DHM Infra and his own company, Trentelman Al Solutions, he helps organizations implement artificial intelligence responsibly and practically. He began his career in education, where a programming project with children grew into an award-winning EdTech company. He later served as innovation manager at fintech startup Forus, which helped municipalities digitize minimum income schemes.

In 2023, he developed SOFIA, a virtual legal assistant that was one of the first AI systems in the Netherlands to achieve true agency: not only answering questions but also taking calls, updating CRM, and scheduling appointments. In doing so, he was years ahead of the curve.







MASTERCLASS SPEAKERS

HALA NAOUM NÉHMÉ

Hala Naoum Néhmé is Director Consulting at PwC Netherlands, specialising in Public Sector Finance. Prior to joining PwC in 2021, she held various roles at the Dutch Ministry of Finance, advising among others on economic security and strategic dependencies. She has also extensive experience with financial and economic trends affecting ministries, public organisations, and state-owned enterprises.

She studied Political Science (cum laude) and Economics at the University of Amsterdam and Sciences Po Paris. In 2014 Hala joined the Dutch government's BoFEB postdoctoral program on policy economics. In 2025, Hala co-authored with the Netherlands Institute of International Relations Clingendael the book 'Impact of Geopolitics; How Companies Decide Their Strategies' (published in 2025, <u>link here</u>).









MOTIVATIONAL SPEAKER ARNE VAN DER WAL

Arne van der Wal (Harlingen, 1963) started his journalistic career at the high school newspaper. He studied History and Portuguese in Groningen, Lisbon, and Mainz, and then worked for a few years as a file specialist at a pharmaceutical company. However, he realized a corporate career wasn't for him and switched to journalism. In 1994, he started at the monthly magazine Quote, where he conceived and launched the publication "Quote 500 Richest Dutch People." In 2004, Arne became editor-in-chief of the business magazine FEM Business. In 2010, he and Eric Smit founded the journalistic research platform Follow the Money, which, after a difficult start, now has over 47,000 members. Arne is currently working on a book about the influence of large private financial flows on our society.







MOORE MKW | SKYBOX 1.10

Moore MKW – More than numbers, it's about people!

At Moore MKW, it's all about people: our clients and our colleagues. We're an ambitious and growing accounting and advisory firm with a personal approach and a broad perspective. With offices across the Netherlands – from Amsterdam to Deventer, Zwolle to Emmen, Groningen and beyond – we're always close by.

Our clients are mainly entrepreneurs in the SME sector. They expect more than just numbers. They're looking for someone who thinks along with them, looks ahead, and is truly involved.

Workshop - Step into the World of Accountancy & Audit

Curious about what it's really like to work in accountancy and audit? Join our interactive workshop and explore our profession firsthand. You'll collaborate on real-life cases and discover just how dynamic and diverse our work is – anything but boring.

Through challenging assignments, clever puzzles, and space for your own insights, we'll show you how you can make a real impact.

And there's more... You'll have a chance to win cool prizes during the workshop! So bring your best energy, think along, work together, and show us what you've got.

Whether you're already considering a career in accountancy, or just want to explore the field – this workshop is your opportunity to get to know Moore MKW and our world of work up close.

We can't wait to meet you!

Ready to launch your career in accountancy or tax?

Discover your future at MOORE MKW



At Moore MKW, we combine deep expertise in accountancy and tax with a personal touch. As a leading accountancy and consultancy organisation in the Netherlands, we support businesses of all sizes with dedication, integrity, and a forward-looking mindset. With multiple offices nationwide, we are proud to be a place where professionals can grow and thrive.

Did you know we also have an office in Groningen? Here, work-life balance isn't just a buzzword, it is a way of life. From weekly padel nights and relaxing walks around the beautiful Hoornse Meer right behind our office, to our famous sandwich lunches and monthly drinks. We believe strong teams are built through connection and fun.

We almost dare to say: "There is nothing like Moore MKW Groningen!"



We are always on the lookout for young talents and ambitious students eager to make a difference in Audit, Accountancy, and Tax Advice. Curious? Discover our vacancies in Groningen and at our 17 other offices via the QR code below.

We offer internships, student assistant positions, and entry-level roles.

Moore MKW is well-known as a good employer, where employees work in a professional and, at the same time, informal organisation. As an international company, Moore MKW can offer you the following:

- A competitive salary according to the current market and excellent secondary conditions of employment;
- Flexible working hours and a good work-life balance;
- A challenging customer range and working in multidisciplinary teams;
- Access to other international professionals through the affiliation with our international network;
- A wide range of options for personal and professional development.



"I was looking for a smaller firm than the Big Four. At Moore MKW, I immediately felt at home".





PIA GROUP | SKYBOX 2.10

PIA Group is the fastest-growing accountancy and advisory group in the Netherlands—with 15 brands, over 40 locations, and more than 1200 employees—and we're still expanding rapidly!

We combine deep expertise in accountancy, audit, tax, and business advisory with a personal approach. From our local offices, we support entrepreneurs and organizations across the country.

Change, dynamism, and ambition drive everything we do. The accountancy sector may have a traditional image, but at PIA Group we're turning things around. Together with our offices, we aim to transform the industry—without ever losing sight of the unique identity of our brands.

With PIA you benefit from a flexible, ambitious environment that's growing rapidly - filled with inspiring clients and exciting opportunities to explore your talents and passions. Here, you'll keep developing and learning, no matter what stage of your career you're in.

Brouwers, Omnyacc and AKSOS are part of PIA Group and are present at the EBF Conference 2025.

Workshop - Forged Under Pressure: Resilience in Business and AccountancyHow do you turn pressure into growth? In this interactive workshop, you'll tackle a real-life case, explore how accountants drive trust and sustainability, and discover how resilience can shape your future career.





BELSIMPEL | SKYBOX 2.17

Who are we?

Founded in 2008 by Jeroen and Jeroen from their student rooms, Belsimpel, based in Groningen, has grown into one of the largest players in the telecom world. With a close-knit team of over 700 motivated, enthusiastic, and smart students and professionals, we are on a mission to improve the mobile world from our two headquarters in the heart of Groningen. We work according to our own unique approach: a specific method for finding the best mobile telephony solution for each customer, while ensuring customer service is delivered according to our family philosophy. We have since grown into the Gomibo Group, which also includes our international brand and two spin-offs: Verifai & Tulip Assist.

What do we do?

We offer millions of combinations of all phones, hardware, accessories, and subscriptions. We are constantly improving the market for our customers and strive to outperform ourselves every day! With our rapid growth, Belsimpel is already the largest online telecom retailer in the Netherlands, and we are continuing to expand! As a result, no two days are the same, and our business processes are constantly subject to necessary and significant efficiency improvements. The company's development ensures you can grow with us, offering a steep learning curve and significantly impacting the entire company. With our international brand, Gomibo, we've now expanded to 16 countries to conquer the market there too!

Workshop

Al is rapidly transforming how companies operate and serve customers. At Gomibo, we want to explore how Al can be used strategically to strengthen our position over the next 5 years. During the case, you will choose one of our teams and develop a concrete Al plan. Using a framework, you'll analyze opportunities and risks, define a clear strategic direction, and outline quick wins and long-term steps.





GROW WITH BELSIMPEL

From flexible side jobs to student positions, trraineeships and starter roles!

- ✓ Working at a fast-growing international company, right in the heart of Groningen
- Develop your professional skills and kick-start your career
- Plenty of focus on your personal growth and development
- Enjoy great benefits, company parties & festivals, and Friday drinks on our rooftop terrace

SHELL | SKYBOX 1.04/ 1.05

Your Power, your progress

Join us as a Graduate at Shell where you can grow and thrive as we power progress together. Together we are transitioning to become a net-zero emissions business while providing the energy that people around the world need today.

Working with experienced colleagues on these important challenges, you'll have the opportunity to grow your skills— in an environment where we value honesty, integrity and respect for one another.

Our inclusive and collaborative culture will provide you with the support you need to grow your skills as you work on meaningful projects with exciting responsibilities right from the start.

Develop the energy solutions of today and tomorrow

How can the world transition to net-zero emissions while providing the secure, affordable energy that powers lives? By working with experienced colleagues who bring expertise from a range of areas, you will have the chance to work towards our shared ambition to reduce the net carbon footprint of the energy products we offer society.

Learn today, lead tomorrow

When you join, you will be assigned to a role with exciting challenges and opportunities.

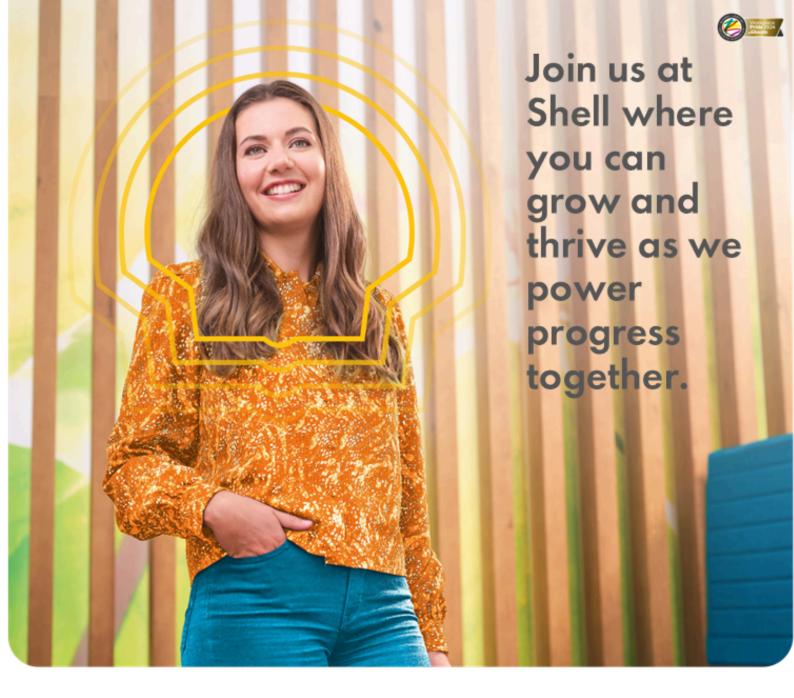
You will be supported in crafting a development journey tailored to your strengths and needs with the opportunity to contribute to meeting the energy challenge.

Collaborate with experienced colleagues

With access to a global network of expertise you can make meaningful connections and continue your growth and learning at Shell. We invite people to think differently and learn from the diversity of backgrounds, cultures, ideas and knowledge at Shell.

Achieve balance in a values-led culture

We live our core values of honesty, integrity and respect, so you can work in an environment that encourages you to be the best version of yourself and respects the individual journeys that each of us will take.



Shell Graduate & Assessed Internship Programmes

Whichever part of our business you join, you will have the chance to work with experienced colleagues and share your unique perspective and fresh ideas on how to tackle energy-related challenges.

Our graduates come from different backgrounds, countries and cultures, bringing a huge variety of skills and experiences to our team. But there are a few things we consistently look out for when it comes to applications - things like how you work with others, absorb information, your creative problem-solving abilities and your drive and self-confidence.

Minimum qualifications

We welcome applicants who have either already graduated from a recognised university or are in the final year of their degree course. In most countries, we don't ask for specific grades, but a strong academic record will help.

- To be eligible for an Assessed Internship, you should be an actively enrolled final year Master (WO) or PhD student in the Netherlands.
- To be eligible for full-time opportunities (Shell Graduate Programme), you should be in your final year of a Master (WO) or PhD study
 and have less than three years relevant work experience after graduation.

You are required to have graduated prior to your first day at Shell.

Power Your Progress



MINISTERIE VAN FINANCIËN(NL) | SKYBOX 1.08

Het werk van het ministerie van Financiën gaat over meer dan alleen geld en cijfers. Het gaat over mensen zoals jij en ik. Mensen met verwachtingen, zorgen, vragen en dromen. We rekenen bijvoorbeeld allemaal op financiering voor goede zorg en goed onderwijs. Op duidelijkheid over belastingtarieven en op betrouwbare banken en verzekeraars. Dat geldt voor Nederland en daarbuiten.

Samen werken aan een financieel gezond Nederland. Dat is waar we bij het ministerie van Financiën voor staan. Dit doen we vanuit verschillende perspectieven, achtergronden en inzichten, omdat we zo onze denkkracht vergroten. Met jouw unieke bijdrage spelen we beter in op wat past bij Nederland.

Bij de Auditdienst Rijk werken wij in opdracht van alle ministeries en doen onderzoek op financiële-, organisatie- en IT-onderwerpen en het beheer van Europese geldstromen. Wij controleren bijvoorbeeld de inkomsten en uitgaven van ministeries, onderzoeken of hun organisatie slim is ingericht en of alle gegevens veilig bewaard worden. Zo bouwt de Auditdienst Rijk aan een stevige basis voor een slagvaardige, dienstverlenende en kostenbewuste Rijksoverheid in een informele zakelijke werkomgeving. Hier is geen dag hetzelfde en is het werk altijd van maatschappelijk belang.

Ook bijdragen aan een financieel gezond Nederland? Solliciteer op een van onze stages, traineeships of startervacatures via WerkenvoorNederland.nl of neem contact op met onze recruiters.

Eén van deze traineeships is het Financial Traineeship. Als financial trainee bepaal je mede waar de financiële lat van Nederland ligt, kijk je naar de (on)mogelijkheden van budgettaire bandbreedtes, en functioneer je als een van de penningmeesters van het landsbestuur. Met 3 werkplekken in 2 jaar tijd ontdek jij als financial trainee wat écht bij je past.

Workshop "De Driehoek"

Tijdens onze workshop "De Driehoek" ervaar je hoe het krachtenveld is tussen verschillende overheidsorganisaties bij budgetonderhandelingen. Dit spel geeft ook een beeld van hoe een onverwacht nieuwsbericht de verhoudingen kunnen veranderen.

Let op: deze workshop wordt in het Nederlands gegeven.



Samenwerken aan een financieel gezond Nederland

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OOK BIJDRAGEN AAN EEN FINANCIEEL GEZOND NEDERLAND?

Solliciteer op een van onze stages, traineeships of startervacatures via WerkenvoorNederland.nl of neem contact op met onze recruiters.



VENTURN | SKYBOX 2.14

Venturn supports organizations worldwide in successfully implementing change. We offer four complementary services aimed at improving performance and processes in the maritime supply chain. From our offices in Rotterdam, Breda, and Denmark, we work globally with internationally active companies. At Venturn, we believe people are key to innovation and excellence. That's why talent development and fresh perspectives are central to our approach—making Venturn a top choice for young professionals aiming to grow and make an impact in the maritime sector.

Venturn Young Professionals (VYP)

One of our core services is the Venturn Young Professionals Program, a paid two-year management development program for WO graduates with 0–2 years of experience. It offers a strong start to a career in the maritime sector, with responsibility from day one and opportunities to learn, grow, and discover your strengths.

As a VYP'er, you'll work on 2–4 challenging projects with leading companies such as shipping lines, logistics providers, port authorities, terminals, offshore firms, and public/private organizations. You'll follow a comprehensive curriculum focused on professional and personal development, including topics like project management, leadership, and data analytics. In addition to training in both soft and hard skills, you'll receive guidance throughout the program. This includes job coaching from a senior consultant and at least three one-on-one sessions with a professional coach to support your growth into a well-rounded professional. Social activities like team outings and drinks are regularly organized with fellow and former trainees.

Since its launch in 2007, around 100 young professionals have successfully completed the VYP program and built strong careers in the maritime industry. Ready to dive in? The VYP program prepares you for a promising, leadership-oriented future in the maritime world.

Workshop: Situational Leadership – Leading with Impact

What makes a leader truly effective? In this inspiring workshop, you'll learn how to adapt your leadership style to different situations and individuals. Based on the Situational Leadership model, you'll discover how to shift between directing, coaching, supporting, and delegating—depending on the development level of your team members.

You'll gain insight into:

- · How leadership influences motivation and performance
- How to consciously apply your style to help others grow
- How to develop yourself as a leader in a changing world

This workshop is part of the Venturn Young Professional Program and delivered by professionals from the maritime supply chain. Leadership starts with self-awareness—discover your style and learn how to guide others effectively.



VYP — Venturn Young Professionals Voor de leiders van morgen.

Kom aan boord en ontdek jouw toekomst in de maritieme supply chain.

Het VYP-traineeship van Venturn biedt je een unieke kans om jezelf te ontwikkelen, impact te maken en de supply chain van de toekomst vorm te geven. In twee jaar werk je aan uitdagende projecten bij toonaangevende organisaties binnen de maritieme wereld als Junior Consultant.

Samen met andere young professionals ontdek je jouw kracht én creëer je kansen voor de toekomst. Ben jij klaar voor een vliegende start? Stap dan aan boord!



010 304 20 70



wyp.venturngroup.com



info@venturn.nl

Henkel Scheemda - Innovation Rooted in Experience

Henkel's Scheemda plant, has been a vital part of our global network since 2008. Every day, we produce over 500 specialized products that power industries like electric vehicles, aerospace, electronics, and healthcare. Our team combines decades of expertise with a passion for innovation, ensuring high-quality solutions that make a global impact.

We're proud of our strong community ties and the dedication of our employees. We're looking for motivated professionals who bring technical knowhow, problem-solving skills, and a collaborative mindset. Whether you're experienced in manufacturing processes, engineering, production management, or process optimization, there's a place for you to grow and make a difference.

Ready to shape the future with us?







About Us

Henkel is a global leader in industrial and consumer goods, known for its trusted brands and advanced technologies in adhesives, beauty care, and home care. With a strong commitment to sustainability and innovation, Henkel operates worldwide, delivering solutions that shape industries and improve everyday life.

Your career at Henkel



HENKEL | SKYBOX 2.19

Henkel is a global powerhouse in adhesives, beauty care, and home care, with a legacy of over 145 years of shaping industries and everyday life. From pioneering sustainable technologies to powering smart solutions across sectors, Henkel is driven by innovation, purpose, and a passion for progress. Its portfolio includes iconic brands like Loctite and Bonderite in adhesives, and Schwarzkopf, Syoss and Persil in consumer brands. With operations in over 75 countries, it's a place where ideas turn into impact and where people grow with purpose.

In the Netherlands, Henkel's Scheemda plant is a key part of this journey. Since 2008, it has been producing over 500 specialized products daily, supporting industries like electric vehicles, aerospace, electronics, and healthcare. The plant offers hands-on opportunities for students in engineering, manufacturing, and logistics, where you can learn, contribute, and be part of something bigger.

Step into a world of innovation at Henkel, where your ideas drive real change, your skills shape global industries, and your journey begins with purpose and impact.

RANDSTAD | SKYBOX 2.03/2.04

In this workshop, we simulate a day from the management traineeship of Randstad. In this workshop, you will learn more about your own strengths and areas for development. This is something we continuously work on during the traineeship, so that you become increasingly familiar with your own unique leadership style. Are you up for this?

ר randstad

traineeship voor uniek leiderschap



Al meer dan 60 jaar brengt Randstad Groep mens en werk bij elkaar. RGN speelt een toonaangevende rol in de arbeidsmarkt. Wij helpen mensen bij het vinden van een baan en geven hun carrières vorm. Bij ons kies je niet voor een baan, je kiest voor een carrière binnen de Randstad Groep, met labels Randstad, Tempo-Team en Yacht. We zijn met onze dienstverlening wereldwijd van groot maatschappelijk belang. Als RGN staan wij voor betekenisvol werk en dragen wij dagelijks bij aan de wereld van werk.

Je beste zelf worden én anderen daarbij helpen: daar draait het om bij het traineeship van Randstad Groep Nederland. Zowel in ons management- als finance traineeship staan groei, ontwikkeling en impact centraal, en geef je jouw carrière een vliegende start. En die kan er op allerlei manieren uitzien, als trainee heb je alle vrijheid en regie om jouw eigen pad te bewandelen binnen ons bedriif.

Wat maakt ons traineeship uniek:

- leren bij de wereldwijde marktleider op hr-gebied: actief in 39 landen
- na een traineeship ben je klaar voor een leidinggevende functie
- de denktank: twee jaar lang een dag per week de tijd krijg je de tijd en ruimte om samen met je medetrainees te werken aan vraagstukken van onze directie en aan je professionele en persoonlijke ontwikkeling. Hoe uniek!
- een psycholoog, talent manager, mentor én buddy begeleiden jou in je persoonlijke ontwikkeling
- verdiep je in verschillende leiderschapsthema's tijdens de externe intervisie dagen
- ontdek je beste rol en groei uit tot de functie die bij jou past
- leer van elkaars verschillen en daag elkaar uit in de wekelijkse denktank
- werk aan je netwerk en wordt onderdeel van een hechte trainee community

Scan de QR code voor meer informatie over zowel het management- als finance traineeship van Randstad Groep Nederland



ING | SKYBOX 2.08

International, innovative, flexible and... orange!

ING, the leading Dutch bank for digital banking.

You'll know us through our mobile banking app that lets you carry out all your bank transactions yourself. And you'll probably know us as the main sponsor of multiple sports and culture initiatives such as the Rijksmuseum and Dutch football.

Customer experience is what differentiates us and we're continuously innovating to improve it. We also partner with others to bring disruptive ideas to market faster.

Our more than 60,000 employees serve around 40 million customers, corporate clients and financial institutions in over 40 countries.

We help our customers to stay one step ahead, in both their private and professional lives. The same goes for our own people, of course. Their wellbeing is our top priority. We make sure everyone can feel good about themselves and maintain a good work-life balance.

Who we are

We're an international bank operating in more than 40 countries. We work on a global scale, for tens of millions of customers.

We're innovative. We're big, but we adopt a start-up mindset whenever we can, embracing the latest technologies, insights and working methods. We experiment and break new ground. If we occasionally make mistakes, we learn from them. We're flexible. We understand the importance of a good work/life balance. This will keep you in control of your planning. Whether you work from home or at the office, we will provide a comfortable workplace.

Above all we're orange. We roll up our sleeves and finish the job. We're transparent, take responsibility and help others to be successful. We go for it 100%.

Workshop

Interested in what Structured Lending at ING Business Banking is all about? In this one-time, 2-hour workshop, the team will walk you through the kind of challenges they deal with every day. You'll get insights into the team, the work they do, and the role they play in supporting business clients.

Please note: due to the nature of the work and frequent client contact, this team mainly offers opportunities for Dutch-speaking students.



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See you on October 2nd!





Rabobank

'Growing a better world together' is our mission.

As a meaningful cooperative, we empower our colleagues to deliver excellent customer focus and a rock-solid bank to realize balanced and sustainable growth.

For over 125 years, collaboration has been at the heart of Rabobank. We help people and businesses grow sustainably, tackle challenges, and build stronger communities. With our global network, expertise, and financial solutions, we're shaping resilient food and energy systems. And a future-ready society.

Maak impact met slimme IT

Kom werken aan opdrachten die het leven van miljoenen mensen raken en blijf groeien bij CGI. Een wereldspeler waar jij het verschil maakt én je jezelf thuis voelt.

werkenbijcgi.nl







During the social, you can relax after a long day of inspiring speakers, interesting parallels, workshops, and masterclasses. With a drink accompanied by snacks, you can socialize with fellow participants, take a photo in our photobooth, or play some table football. Apart from this, you also have more recruitment opportunities. During the social, you can continue your conversation from the workshop or speak with different recruiters from different companies.

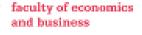
Besides companies, the FEB Alumni Network, together with Career Services, will have a stand here too. They provide many professional opportunities for during and after your studies, like a cv-check and Linkedin photoshoot during the EBF Conference, as well as a platform to connect with fellow alumni.

After the social, the dinner will take place at NOK, located at the upper tenth floor in the Forum. Here, the first 80 sign-ups are invited too, as well as the personal invitees of the EBF Conference Team, and some speakers. Next to this, the recruitment dinner is also at NOK, where students get to speak to recruiters in a more private and personal setting. Of course, we finish the evening with an afterparty. This is in Wolthers Wolthers, where all participants are more than welcome to celebrate the end of the EBF Conference 2025 together. The first 200 beer are on us!











Get your picture taken and start networking with alumni

Did you know that networking is one of the most important aspects of finding a job as a graduate?

To help you take the first step towards networking, FEB Career Services has a wide range of workshops, webinars and events that will help you gain valuable professional skills, such as networking.

One of the ways to start networking is by getting in touch with a FEB alumnus, who can help you explore, define, and pursue your career interests. But how to get in touch? Sign up to the FEB Alumni Network platform and start connecting.

Up until now, you can find more than 4.000 alumni on the platform. When building your profile, don't forget to upload a professional profile picture.

Make use of the opportunity to get your professional photo taken here at the EBF conference. Visit the photography stand during the morning and lunch break, which is powered by FEB Career Services and the FEB Alumni Network.

Go to www.febalumninetwork.nl and get started. For more information about the labour market and career preparation check out www.rug.nl/sp/careerfeb.



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JOSEFINE MORENO CHAIRWOMAN



EPILOGUE VICE-CHAIRMAN EBF CONFERENCE

A few things about me. I love sports — to play them, to watch them, to push myself to my limit. Case in point: at the age of 20 I completed an Ironman. On the other side, reading a good book is also very enjoyable to me. Still in search of a good read? Have a look at Crime and Punishment! But above all, I am interested in following the news, to see how one event, one politician, or one company can cause a domino effect within society.



For that reason, this board year has been an incredible journey with tons of exciting moments. From watching the most leading CEOs on my TV screen in my living room (aka bedroom) to being in an actual call with them and/or their spokespersons — sometimes still in the same bedroom. It is an incredible experience to submerge yourself in such a professional setting that is both kind and embracing, but also harsh and sometimes unfair. Hence, a perfect setting to acquire professional qualities in a professional environment without being a professional yet, while companies and organizations still accept you into their world. Because as a student, you can be just that little bit more ignorant, which will gradually evolve into development.

Additionally, I would like to thank my fellow board members — Rosa Bakker, Jeffrey van den Berg, and Betty Schmitz — because without them, this would not have been the most unforgettable year of my entire life so far. I even dare to say that it will be the most memorable year of my entire life, even if I reach the age of 80. I would not say we never had our challenges, but the way we faced them head-on and ultimately always succeeded is something that does justice to our theme — From Pressure to Diamonds: Transforming Adversity into Triumph.

~ HEIN JALVING





EPILOGUE RECTOR MAGNIFICUS

UNIVERSITY OF GRONINGEN

'A good half of the art of living is resilience', said Alain de Botton, a philosopher best known for The School of Life. Everyone with a modicum of life experience will know this to be true. In all aspects of life it is better to be competent enough to deal with the inevitable hardships of life than to put misguided faith in the idea that hardships will never visit you.



Therefore, I'm delighted with your presence at this year's EBF Conference with the theme "From Pressure to Diamonds: Transforming Adversity into Triumph." It is amazing to see so many people pick up the gauntlet and rise to the occasion. Not cowering away from the challenges of this moment, but looking them squarely in the eyes and finding opportunities to come out stronger.

As Rector Magnificus of the University of Groningen, I am honored to play a part in guiding people on their journey to become competent individuals and effective collaborators. As a university, we try to provide the space in which the aforementioned diamonds can be formed.

I wish all of you the best of luck in continuing to polish the diamond inside all of you. May this conference have been a stepping stone for you on each of your journeys to have a positive impact on the world of the future.

~ PROF. JACQUELIEN SCHERPEN





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25 years of Leadership in the Maritime Supply Chain







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