

DIVERSITY POLICY

CABKA N.V.

This is the diversity policy of Cabka N.V. (the **Company**) as prepared and adopted by the supervisory board of the Company (the **Supervisory Board**) on 1 March 2022 in accordance with best practice provision 2.1.5 of the Dutch Corporate Governance Code (the **Policy**).

1. INTRODUCTION

- 1.1 The Supervisory Board values and promotes diversity in the Supervisory Board and the management board of the Company (the **Management Board**, and jointly with the Supervisory Board, the **Boards**), and also in the Company as a whole.
- 1.2 The Supervisory Board recognises that differences in skills, experience, background, nationality, age, race, gender, sexual orientation, religious beliefs, physical ability and other characteristics of people are important and enable the Boards as well as the Company as a whole to look at issues and to solve problems in a different way, to respond differently to challenges and to take more robust decisions. All these different skills and backgrounds reflect the diverse nature of the environment in which the Company and its stakeholders operate, and improve the effectiveness through diversity of approach and thought. Diversity furthermore drives innovation, and accelerates growth. It enables the Company to attract and maintain the best talented people.

2. CURRENT COMPOSITION OF THE BOARDS AND OBJECTIVES

- 2.1 Annually, the Supervisory Board assesses the composition of the Boards, and agrees to measurable objectives for achieving diversity on the Boards.
- 2.2 The current Boards are considered diverse and balanced from an educational background and work experience. The Boards consists of people with a good mix of sector knowledge, financial expertise and management capabilities.
- 2.3 At the date of adoption of this Policy, the Company complies with (new) Dutch legislation since at least one-third of the Company's members of the Supervisory Board (the **Supervisory Directors**) are women and at least one-third of the Supervisory Directors are men.
- 2.4 The Company furthermore places high emphasis on ensuring the development of diversity of the Company's members of the Management Board (the **Managing Directors**) and to senior management roles within the Company, and the Supervisory Board supports and will monitor the Company's objective of ensuring that at least one-third of (i) the Managing Directors and (ii) the positions in senior management, will be held by women, and at least one-third of such positions will be held by men.
- 2.5 Where searches for appointment to any of the Boards or to senior management are conducted by the Company or by search firms, they will identify and present a long list of candidates who are considered to meet the essential criteria for the relevant vacancy, including qualified women and people of colour. The Boards will consider suitably qualified candidates for positions from as wide a pool as appropriate,

including candidates with little or no previous listed company board experience but whose skills and experience will add value to the Supervisory Board, the Management Board or senior management.

3. COMMITMENT, MONITORING AND REPORTING

- 3.1 The Supervisory Board commits itself to diversity, when selecting new candidates for the Boards. At the same time, the Supervisory Board aims for retaining the balance in the requisite expertise, experience and diversity.
- 3.2 The Management Board will report annually, in the corporate governance statement of the Company's Annual Report, on the process used in relation to appointments for the Boards. Such report will include a summary of this Policy, the measurable objectives set for implementing this Policy and progress made towards achieving those objectives during the financial year.
- 3.3 Any nominations for appointment to the Supervisory Board or the Management Board will include reporting on compliance with this Policy or will explain any departures from this Policy.
- 3.4 The Supervisory Board will review this Policy, including its effectiveness.
- 3.5 Finally, it is noted that this Policy has the full support of the Boards.
