

## DIVERSITY & INCLUSION POLICY CM.COM N.V.

### 1 INTRODUCTION

- 1.1. The supervisory board ("**Supervisory Board**") and each member a "**Supervisory Director**") of CM.com N.V. (the "**Company**") and the management board of the Company ("**Management Board**" and each member a "**Managing Director**") has adopted this diversity & inclusion policy (the "**Diversity & Inclusion Policy**") on 15 December 2023. This Diversity & Inclusion Policy replaces the Diversity policy dated 21 February 2020. The Diversity & Inclusion Policy sets out the rules regarding the diversity and inclusion of the composition of the Management Board of the Company, the executive committee of the Company (the "**Executive Committee**" and each member (not being a Managing Director) an "**Executive Committee Member**"), the senior management of the Company (the "**Senior Management**") and the Supervisory Board. This Diversity & Inclusion Policy has been established in accordance with best practice provision 2.1.5 of the Dutch Corporate Governance Code (the "**Code**"). The Diversity & Inclusion Policy is published on the Company's website.
- 1.2. A management team is installed per business unit (each a "**Management Team**"). Each Management Team is supported by dedicated employees of corporate support functions (together with the Management Team defined as the "**Extended Management Team**").
- 1.3. In light of the above and the updated Dutch Corporate Governance Code, the Diversity & Inclusion Policy is updated.
- 1.4. The Senior Management, as described in the Code and article 2:166 of the Dutch Civil Code, consists of:
  - each Executive Committee Member; and
  - each member, not being a Managing Director, of the Extended Management Teams.
- 1.5. The Supervisory Board acknowledges the importance of diversity and inclusion among all individuals who are working for the Company. The Management Board, the Executive Committee, the Senior Management and the Supervisory Board should have a diversified composition, bringing along a well-balanced decision-making process and proper functioning of the respective boards. The purpose of this Diversity & Inclusion Policy is therefore to lay down the aspects and objectives of diversity and inclusion within the Company and the intended implementation and reporting on it.

### 2 DIVERSITY ASPECTS

- 2.1.1 Considering the market in which the Company operates, the following diversity aspects have been identified as relevant for the Company and its business and will therefore be considered by the Management Board and the Supervisory Board when selecting persons for the appointment as Managing Director, Executive Committee Member, Senior Management or Supervisory Director as applicable:
  - nationality;
  - age;
  - gender (identity); and
  - education and experience.
- 2.1.2 The Company has the objective to achieve diversity within the Management Board, the Executive Committee, the Senior Management and the Supervisory Board, more specifically the Company would seek to:
  - (a) increase the gender diversity so that at least 30% of the Management Board, the Executive Committee and Senior Management consists of men and at least 30% of the Management Board, the Executive Committee and Senior Management consists of women;

- (b) maintain the gender diversity so that at least 33% of the Supervisory Board consists of men and at least 33% of the Supervisory Board consists of women; and
- (c) increase the nationality and age diversity as well as creating and maintaining a variation in education and experience within the Management Board, the Executive Committee, Senior Management and the Supervisory Board.

### **3 INCLUSION ASPECTS**

The Company strives to have an inclusive culture, in which all employees feel welcome and appreciated, regardless any differences in background.

### **4 IMPLEMENTATION AND REPORTING**

#### **4.1 Meeting the diversity and inclusion objectives**

In order to meet the objective as referred to in paragraph 2.1.2, the diversity and inclusion aspects referred to in paragraphs 2.1.1 and 3 will be taken into account for recruitment, talent development, appointment to roles, retention of employees, mentoring and coaching programs, training and development.

#### **4.2 Founder Committee appointments**

The founder committee of the Company (the "**Founder Committee**"), if installed, shall take this Diversity & Inclusion Policy into consideration when exercising the right to appoint up to one-third of the Supervisory Directors.

#### **4.3 Review and updates**

The Supervisory Board and/or Management Board shall review this Diversity & Inclusion Policy and its implementation on a regular basis. The Supervisory Board is authorized to amend this Diversity & Inclusion Policy, where applicable to the Management Board and/or Supervisory Board. The Management Board is authorized to amend this Diversity & Inclusion Policy where applicable to the Executive Committee, Senior Management and/or the rest of the workforce with the prior approval of the Supervisory Board.