

DIVERSITY POLICY CM.COM N.V.

1 INTRODUCTION

- 1.1.1 The supervisory board ("**Supervisory Board**" and each member a "**Supervisory Director**") of CM.com N.V. (the "**Company**") has adopted this diversity policy (the "**Diversity Policy**") on 21 February 2020. The Diversity Policy sets out the rules regarding the diversity of the composition of the management board of the Company (the "**Management Board**" and each member a "**Managing Director**"), the executive committee of the Company (the "**Executive Committee**" and each member (not being a Managing Director) an "**Executive Committee Member**") and the Supervisory Board. This Diversity Policy has been established in accordance with best practice provision 2.1.5 of the Dutch Corporate Governance Code (the "**Code**"). The Diversity Policy is published on the Company's website
- 1.1.2 The Supervisory Board acknowledges the importance of diversity among all individuals who are working for the Company. The Management Board, the Executive Committee 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 Policy is therefore to lay down the aspects and objectives of diversity 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 or Supervisory Director as applicable:
- nationality;
 - age;
 - gender; and
 - education and experience.
- 2.1.2 The Company has the objective to achieve diversity within the Management Board, the Executive Committee 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 the Supervisory Board together consists of men and at least 30% of the Management Board, the Executive Committee and the Supervisory Board together consists of women; and
 - (b) 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 and the Supervisory Board.

3 IMPLEMENTATION AND REPORTING

3.1 Meeting the diversity objectives

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

3.2 **Founder Committee appointments**

The founder committee of the Company (the "**Founder Committee**"), if installed, shall take this Diversity Policy into consideration when exercising the right to appoint up to one-third of the Supervisory Directors. However, as the Founder Committee may exercise its right in its sole discretion, the Founder Committee may always deviate from this Diversity Policy.

3.3 **Review and updates**

The Supervisory Board shall review this Diversity Policy and its implementation on a regular basis. The Supervisory Board is authorised to amend this Diversity Policy if it deems this necessary.