

DIVERSITY POLICY TKH GROUP NV

1. INTRODUCTION

1.1. General

1.1.1. The Supervisory Board of TKH Group N.V. (the “**Supervisory Board**”) recognizes the importance of diversity within the Supervisory Board and the Executive Board of TKH Group NV. (“TKH”) and believes that the business of TKH benefits from a wide range of skills and a variety of different backgrounds.

A diverse composition of the Supervisory Board and the Executive Board contributes to a well-balanced decision-making process and proper functioning of the boards. The Supervisory Board is also aware that the pool of candidates in terms of knowledge, skill set and industry experience is limited for the Supervisory Board and Executive Board.

1.1.2. The Supervisory Board furthermore recognizes that diversity should not be limited to the Supervisory Board and the Executive Board, but should extend to all areas of TKH's business.

1.2. Content

1.2.1. In line with best practice provision on diversity in the Dutch Corporate Governance Code, the Supervisory Board has adopted this diversity policy for the composition of the Supervisory Board and the Executive Board (the “**Diversity Policy**”).

2. DIVERSITY ASPECTS AND DIVERSITY OBJECTIVES

2.1. Diversity aspects

2.1.1. As TKH is acting in an international environment, which requires a flexible, broad and innovative approach, we take a broad view on diversity. TKH operates a strict equal opportunities policy for all employees, regardless of race, nationality, ethnic background, age, religion, gender, sexual orientation or disability, whereby the best person for the job is leading.

2.1.2. The diversity aspects referred to in Clause 2.1.1 shall be considered when composing the Supervisory Board and the Executive Board and selecting persons for the appointment as member of the Supervisory Board and the Executive Board.

2.2. Diversity objectives

2.2.1. The following specific diversity objectives have been identified to improve the diversity within the Supervisory Board and the Executive Board:

- a) education;
- b) experience;
- c) age;
- d) gender;
- e) nationality and cultural background.

The goal for the composition of the Supervisory Board and Executive Board is to aim as much as possible for a diverse composition, where possible in age and gender, taking into account the statutory requirements.

When drafting the profile for new members of the Supervisory Board and/or Executive Board emphasis will be placed on diversity in view of the objective of achieving a balanced representation on the Supervisory Board and the Executive Board.

3. IMPLEMENTATION AND REPORTING

3.1. Meeting the diversity objectives

3.1.1. In order to meet the diversity objectives, the diversity aspects referred to in Clause 2.1.1 shall be considered and be taken into account for recruitment, talent development, appointment to roles, attraction and retention of employees, mentoring and coaching programs, succession planning, training and development.

3.2. Review and updates

3.2.1. The Supervisory Board shall review the Diversity Policy and the implementation of this policy regularly. The Supervisory Board shall update or amend the Diversity Policy if and when necessary.