



APPROVED by the Resolutions of the  
Supervisory Board of DTEK GROUP B.V. dated  
20.06.2025



**DIVERSITY AND INCLUSION  
POLICY**

Amsterdam  
2025

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## 1. Introduction and purpose

- 1.1** This document sets out the Diversity and Inclusion Policy of DTEK GROUP B.V.
- 1.2** The Diversity and Inclusion Policy sets appropriate and ambitious objectives in order to further enhance balance in gender diversity with respect to the composition of the Management Board and the Supervisory Board of DTEK GROUP B.V.

## 2. Terms, abbreviations and definitions

- 2.1.** For the purposes of this Policy, terms and abbreviations shall have the following meanings:

Terms/Abbreviations	Definitions
<b>Company</b>	DTEK GROUP B.V., a private company with limited liability incorporated under the laws of the Netherlands and registered with the Chamber of Commerce trade register under number 59950293
<b>DTEK Group Company</b>	any legal entity directly or indirectly owned or controlled by DTEK GROUP B.V.
<b>Employee</b>	an employee of DTEK Group Company
<b>Management Board</b>	the management board of DTEK GROUP B.V.
<b>Policy</b>	the Diversity and Inclusion Policy of DTEK GROUP B.V.
<b>Supervisory Board</b>	the supervisory board of DTEK GROUP B.V.

- 2.2** Terms that are defined in the singular have a corresponding meaning in the plural.

## 3. Diversity and Inclusion aspects

- 3.1.** The Company makes its best efforts to maintain a gender balance in the composition of the Supervisory Board and the Management Board, taking into account the Company's sphere of activity, the nature and peculiarities of the areas of its activity, the size and scope of the activities, the Company's business plan and business model, the organizational structure, belonging to DTEK Group Companies, the size of the relevant body itself, as well as the distribution of responsibilities and powers between the members of the Supervisory Board and the Management Board, in order to ensure the availability of a system of checks and balances and to promote effective decision-making by each of the governing bodies and the proper management of the Company as a whole.

## 4. Objectives

- 4.1.** Taking into account that the Dutch Gender Balance Act entered into force on 1 January 2022 and imposed certain requirements for Dutch large companies to comply with its norms, the Company sets for itself the following appropriate and ambitious targets to enhance a balanced ratio of men and women on the Management Board and the Supervisory Board.
- 4.2.** The Company's diversity and inclusion objectives are:
- to achieve representation within the Management Board of at least **33%** of men and at least **33%** of women by **2030**;
  - to achieve representation within the Supervisory Board of at least **33%** of men and at



least **33%** of women by **2030**;

- c. to create an inclusive culture where all Employees, the Management Board and Supervisory Board members feel valued, respected and empowered to contribute their unique perspectives and ideas;

**4.3.** To achieve the above listed objectives, the Company will undertake the following:

- a. ***Analysis of internal documents regarding the need of updates.*** The Company will perform an analysis of the internal documents, such as policies, terms of reference, other regulations, for compliance with the principles of gender balance and non-discrimination in the Company and will amend thereof where it is needed.
- b. ***Revision of the Supervisory Board Profile.*** The Company will revise the Profile of the Supervisory Board to assess whether the current Profile is adequately contributing to a balanced gender composition of the Supervisory Board.

## **5. Final Provisions**

- 5.1.** This Policy is subject to regular review and updating as needed to ensure it continues to reflect the Company's commitment to best corporate governance practice and the relevant changes in legislation.
- 5.2.** Pursuant to a resolution to that effect and in each case subject to ongoing compliance with applicable law, the Supervisory Board may amend or supplement this Policy and allow temporary deviations from this Policy.
- 5.3.** The Policy shall be governed by and construed in accordance with the laws of the Netherlands.

