

1. Introduction

At Acomo, the company as a whole believe in order to be a leader in our business, we must be flexible, innovative, and creative and have an ability to accommodate other people's points of view. Acomo as a whole respects cultural and individual diversity and promotes inclusiveness. We value an organization with equal opportunities for its employees without distinction to race, color, gender, religion, descent, or origin. The Board is expected to exercise leadership in this field by role modelling appropriate behavior.

We promote a culture of mutual respect without discrimination and harassment. The Board, the organization and its people share responsibility for a work environment that is healthy, safe, challenging, and inspiring. Diversity in the workforce is crucial in such an environment.

2. Objective

The Board strives to comply with the Dutch Corporate Governance Code ('the Code', see www.mccg.nl) and international best practices relating to diversity and the diversity aspects relevant to the company. Therefore, when looking at the board composition, we look at diversity in a broad sense, striving for factors such as nationality, gender, age, education, and work background. While at the same time, retaining the balance in the requisite expertise and experience required for the effective functioning of the Board.

Acomo strives to comply with the Dutch Act on Management and Supervision ('Wet bestuur en toezicht'), where a proper composition of the Board means that at least 30% of the seats are held by women and at least 30% by men. Acomo pays close attention to diversity including gender diversity in the profiles of new directors of the Board in accordance with section 2:166, subsection 2 of the Dutch Civil Code, together with bringing more diversity into succession planning of the Board. The Board supports and will monitor the Company's objective of ensuring that at least 30% of the Board are (or continue) to be held by women and at least 30% by men.

Where searches for appointment to the Board are conducted by the Company or by search firms, they will identify and present qualified people with a different nationality, gender, age, education, and work background and taking the target of an appropriate composition as stated above into account.

3. Monitoring and reporting

The Board will report annually, in the corporate governance statement of the Company's Annual Report. Such corporate governance statement of the Board will include the following relating to the Diversity Policy:

- I. the policy objectives;
- II. how the policy has been implemented; and
- III. the results of the policy in practice in the past financial year.

If the composition of the Board diverges from the targets stipulated in this diversity policy, the current state of affairs will be outlined in the corporate governance statement, along with an explanation as to which measures are being taken to attain the intended target, and by when this is likely to be achieved.



The Remuneration, Selection and Appointment Committee will review the Diversity Policy, including its effectiveness, as appropriate and recommend any revisions to the Board for approval.