

DIVERSITY POLICY
OF
NEW AMSTERDAM INVEST N.V.

1. General

- 1.1 This diversity policy (the "**Policy**") is established for New Amsterdam Invest N.V. ("**Company**") pursuant to best practice provision 2.1.5 of the Dutch Corporate Governance Code. The Policy applies to the board of managing directors of the Company ("**Management Board**") and the supervisory board of the Company ("**Supervisory Board**").
- 1.2 The Company recognises the importance of diversity within the composition of the Management Board and the Supervisory Board. The Company believes that a diverse composition contributes to balanced decision-making and a proper functioning of the Management Board and the Supervisory Board. 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.
- 1.3 The Supervisory Board values and promotes diversity in the Management Board and the Supervisory Board, and also in the Company as a whole. The Supervisory Board recognises that differences in characteristics of people are important and enable both the Management Board and the Supervisory Board as well as the Company as a whole to look at issues and to solve problems in a different way, to respond differently to challenges and to take more robust decisions.

2. Diversity aspects

Considering the purpose and the intended objectives of the Company, a great mix of skills and experience of the Management Board and the Supervisory Board is of significant importance in order to improve effectiveness, drive innovation and accelerate growth.

Therefore, there will be an emphasis based on merit when nominating candidates for the Management Board and the Supervisory Board. However, within the aforementioned scope, the following diversity aspects, amongst others, have been identified as relevant to the Company (in no particular order):

- a. nationality/race/ethnicity;
- b. gender;
- c. age;
- d. education; and
- e. work experience.

3. Diversity target

The Management Board and Supervisory Board commit themselves to diversity, when selecting new candidates for the Management Board and the Supervisory Board. At the same time, the Supervisory Board aims for retaining the balance in the requisite expertise, experience and diversity. The Company's objectives are to improve the gender diversity when a vacancy arises or when a business combination (as defined in the articles of association of the Company) is concluded.

4. Implementation

The Management Board shall report annually, in the corporate governance statement of the Company's Annual Report, on the process used in relation to Board appointments, in order to

ensure the implementation of the diversity aspects referred to in paragraph 2. Such report will include a summary of this Policy, the measurable objectives set for implementing the Policy and progress made towards achieving those objectives during the financial year.

5. Review

The Management Board and Supervisory Board shall assess this Policy and its implementation regularly as deemed necessary, and the Supervisory Board shall amend this Policy when necessary.