

DIVERSITY POLICY
OF
AZERION GROUP N.V.

This diversity policy was adopted by the Supervisory Board on 1 February 2022

1. DEFINITIONS

The words and expressions used in this Policy have the following meaning:

- **"Boards"**: the management board and the supervisory board of the Company;
- **"Company"**: Azerion Group N.V.;
- **"Group"**: the Company and its subsidiaries; and
- **"Policy"**: this diversity policy.

2. BACKGROUND

- 2.1. Diversity and inclusion are an integral part of the history, culture and identity of the Group as a whole and is embedded in our company values. We believe that diversity fuels innovation and increases the connection with the customers and the communities we serve.
- 2.2. For us, diversity means a workforce reflective of different genders, nationalities, cultures, generations, religions, personal sexual preferences, ethnic groups, abilities and social backgrounds. We do not discriminate on the basis of age, skin colour, disability, gender, marital status, nationality, race, religion, sexual orientation or other ethnic or cultural aspects.
- 2.3. We recognise the benefits that diversity within our Boards can bring, and we believe that this diversity is critical to our ability to be open to different ways of thinking and acting, eventually enhancing our long-term sustainability. We aim to continue to build an inclusive culture that encourages and supports the diverse forces of our employees.
- 2.4. Diversity within our Boards comprises multiple aspects, such as the age structure, the members' educational and professional background, the experience relevant for their position and personal characters.
- 2.5. This Policy can only be amended by a resolution of the Supervisory Board to that effect. Any amendment of this Policy shall be laid down in writing.

3. PRINCIPLES

- 3.1. We apply the following principles to the composition of the Boards:
 - (a) no discrimination on the basis of age, skin colour, disability, gender, marital status, nationality, race, religion, sexual orientation or other ethnic or cultural aspects;

- (b) to create a diverse mix of knowledge, skills and expertise, in line with the required profiles;
- (c) to strive for sufficient complementarity, pluralism and diversity with regard to age, gender and background; and
- (d) to ensure relevant professional and educational backgrounds within the Boards, including among other things:
 - financial expertise;
 - relevant industry knowledge;
 - international experience;
 - risk management experience;
 - experience in the planning and implementation of company strategies; and
 - governance and leadership experience.