

## **DIVERSITY POLICY**

**OF**

**MOTORK PLC.**

### **1. Introduction**

- 1.1. In accordance with best practice provision 2.1.5 of the Dutch Corporate Governance Code, the Non-Executive Directors of MotorK plc. (the **Company**) have formulated this diversity policy (the **Policy**) in respect of the composition of the Board. The Policy has been adopted by the Board with effect as of 5 November 2021.
- 1.2. The Non-Executive Directors recognise the importance of diversity within the Board and believe that the Company's business gains from a wide range of skills and a variety of different backgrounds. A diverse composition of the Board contributes to a robust decision-making and proper functioning of the Board.
- 1.3. The Non-Executive Directors furthermore recognise that diversity should not be limited to the Company's Board, but should in principle extend to all areas of the Company's business, including but not limited to other key leadership positions.
- 1.4. This Policy addresses the diversity aspects relevant to the Company, the specific targets set in relation to diversity, and the implementation of this Policy.
- 1.5. Certain capitalised terms used but not defined in this Policy have the meanings given to them in the Board Rules.

### **2. Diversity aspects**

- 2.1. The following diversity aspects have been identified as relevant for the Company and its business considering the market in which the Company operates and the diversity of its customer base:
  - (a) nationality;
  - (b) age;
  - (c) background: education;
  - (d) background: (work) experience;
  - (e) skills/knowledge: listed company experience.
- 2.2. The diversity aspects referred to in clause 2.1 shall be considered when composing the Board and selecting persons for the appointment as Director.

### **3. Specific diversity targets**

The following specific diversity target has been identified to improve the diversity within the Board: maintaining the gender diversity within the Board such that at least 20% of the Board will consist of women.

#### **4. Implementation and reporting**

4.1. In order to meet the diversity targets, the diversity aspects referred to in Clause 2.1 shall be considered and be taken into account for recruitment, talent development, appointment to roles, retention of employees, mentoring and coaching programs, succession planning, training and development.

4.2. This Policy and the implementation thereof shall be explained annually in the Company's corporate governance statement, addressing more specifically:

- (a) the objectives of this Policy;
- (b) how this Policy has been implemented; and
- (c) the results of this Policy in the past financial year.

4.3. If the composition of the Board diverges from the targets referred to in this Policy and/or the statutory target for the male/female ratio, if and to the extent that this is provided under or pursuant to law, the Company's corporate governance statement shall include:

- (a) an outline of the current state of affairs;
- (b) an explanation as to which measures are being taken to attain the intended target; and
- (c) by when this is likely to be achieved.

#### **5. General provisions**

5.1. The Non-Executive Directors shall review this Policy and the implementation thereof from time to time as deemed necessary but at least once a year and shall update this Policy if and when necessary.

5.2. The Non-Executive Directors are authorised to amend or revoke this policy as appropriate, and retain the right to deviate from this Policy.