

CETIN International N.V.

Diversity, Equity and Inclusion Policy

Version v 1.0

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1. Introduction - Purpose and Scope of the Group DEI Policy

CETIN International strives to ensure that everyone feels welcome at the Group, and that all employees are respected and included. The Group values people for their identities and creates a safe and open environment for everyone.

One of the Group's key objectives is putting people at the centre of its business. Creating an inclusive working environment where everyone can be at their best gives us a competitive advantage. It helps reflect the world around us and our customer's needs, which in turn leads to better business solutions.

The Group's long-term commitment therefore lies with investing in people and creating a diverse and inclusive workforce. Equitable working conditions help establish fairness internally and boost the Group Company's overall competitiveness.

The purpose of this Group's DEI Policy is to establish the guidelines for the Group' ongoing action to create a great workplace, everyone can thrive and be at their best regardless of their differences.

Bringing DEI principles to life is a long-term process. CETIN International is continually improving and developing its DEI practice by listening to employees, sharing best practices and using synergies across the Group.

The Group executes its DEI policy through recruitment and equal career advancement opportunities, fair remuneration practices, protection of employee health, safety, and well-being, and learning and development opportunities. At CETIN International, we work hard to ensure that employees feel inspired and safe. Our commitment towards DEI forms a part of the Group's Code of Conduct and other internal documents.

the Group's DEI Policy applies to every Group Company and individual directly employed by any of the Group Companies or acting on behalf of or for the benefit of any Group Company or CETIN International, including but not limited to our full and part time employees (irrespective of contract type), including those on leave, employees of temporary employment agencies, employees of legal entities outside any Group Company on temporary secondment to any Group Company, and managers and (members of) the management and supervisory bodies of any Group Company.

2. Definitions

CETIN International means CETIN International N.V., with its registered headquarters at Zuidplein, 1077XV Amsterdam, The Netherlands.

DEI means Diversity, Equity and Inclusion.

Diversity means all our human differences and the acceptance of and respect for the fact that each individual is unique. Diversity factors describe individual differences. These include, but are not limited to, educational and professional background, gender, age, geographical provenance, sexual orientation, religion, disability, ethnic origin, and other relevant aspects.

Equity means all employees have access to career and development opportunities, receive the

resources that they need to succeed – taking into account their specific circumstances - and are treated fairly. Employees are valued for their workplace skills, knowledge, and abilities, rather than their individual characteristics. The difference between equality and equity must be emphasized. Although both promote fairness, equality achieves this by treating everyone the same, regardless of need and circumstances. Equity achieves this by treating people differently according to need, circumstances, and consideration of historical and systemic inequities.

Group means a group of Group Companies controlled (directly or indirectly) by CETIN International N.V. **We** is used in this Group DEI Policy as a synonym for the word CETIN International but it includes, unless the context requires otherwise, any and all Group Companies (members of the Group).

Group DEI Policy means this Diversity, Equity and Inclusion Policy.

Group Code of Conduct means CETIN International’s Code of Conduct, published on CETIN International’s website at <https://www.cetin.international/code-of-conduct>.

Group Company means any member of the Group (including for the avoidance of doubts CETIN International N.V.).

HR means the Human Resources teams of each of the Group Companies.

Inclusion means state of feeling, belonging, and operating in which diversity is leveraged and valued to create a fair, healthy, and high-performing organization or community. An inclusive culture and environment ensure equitable access to resources and opportunities for all. It also enables individuals and groups to feel safe, respected, heard, engaged, motivated, and valued for their identities.

Group Whistleblowing Policy means CETIN International’s Whistleblowing Policy, published on CETIN International’s website at <https://www.cetin.international/whistleblowing-policy>.

3. The Group’s DEI Strategy (Plans and Initiatives)

Our aim is to improve the Group’s DEI Policy through a range of initiatives, but we acknowledge that more planning and work are also essential in the long-term.

Our strategy is a combination of Group-wide and local initiatives and programmes. The four common building blocks are:

Group DEI Policy	Combating Bias	Group Talent Development Programme	Minority Groups
Unify the DEI principles across the Group and ensure that all people-related policies comply with it.	Ensure equal opportunities and fair treatment with a constant focus on eliminating bias. Start with unconscious bias	Focus on developing key talent for business unit leadership roles. Local talent initiatives will be a key baseline for	Identify and address specific areas and needs through training modules open to everyone as we strive to build a

Improve people's experiences through a focus on the DEI.	training in our leadership team and then continue to the rest of our teams.	Group-wide programme. We will use our synergy to ensure that we have right people at right places.	pipeline of high potential individuals with diverse backgrounds and skills.
Identify and remove barriers that hinder full and equitable access to all aspects of the workplace—including decision-making, professional development, systems, and tools—to ensure fair participation for everyone.			

These DEI initiatives are applicable across the Group's Companies, including, but not limited to its practices and policies for recruitment and selection, compensation and benefits, professional development and training, group-wide employee engagement surveys, promotions, transfers, social and recreational programmes, end of employment and ongoing development of a working environment built to encourage and enforce:

- Respectful communication and cooperation between all employees, ensuring everyone can engage effectively and feel valued.
- Teamwork, employee participation and engagement, representing all groups and employee perspectives.
- Attracting and retaining talent.
- Learning and development, leadership, and talent development initiatives.
- Our well-being activities and work-life balance through flexible work schedules to meet the diverse needs of our employees.
- Our contributions to the communities we serve to promote a greater understanding and respect for diversity.

4. Inclusive Hiring Principles

Inclusive hiring is a cornerstone of CETIN International's commitment to DEI. We ensure that recruitment and selection practices are fair, transparent, and accessible to a broad and diverse pool of candidates.

To achieve this, the Group:

- Applies consistent evaluation criteria to ensure candidates are assessed on skills, experience, and potential rather than personal characteristics.
- Uses structured interviews and standardized assessments to reduce subjectivity and increase comparability between candidates.
- Ensures diverse hiring panels to broaden perspectives and minimize bias in decision-making.

- Monitors recruitment outcomes to identify and address barriers to equity.
- Provides training for recruiters and managers on recognizing and mitigating unconscious bias.

This approach strengthens the Group's ability to attract top talent, build high-performing teams, and reflects the diversity of the communities it serves, ultimately driving innovation, employee engagement, and long-term business success.

5. Compliance with DEI principles

Creating an inclusive environment where everyone thrives is not the responsibility of specific individuals, it is everyone's responsibility, regardless of their position or base of employment. It is critical that we all follow the same principles, every day.

Our responsibilities as employees and colleagues:

- Respect and treat all people fairly.
- Create and promote an inclusive environment free of discrimination, harassment and bullying.
- Improve awareness of potential unconscious bias and its effect on our ability to be more inclusive and collaborative with one another.
- Comply with the Group Code of Conduct and internal policies.
- Report to line manager or HR if we become aware of any type of discrimination.

Our responsibilities as leaders:

Our leaders directly impact the working environment and conditions in our teams. As leaders, they have additional responsibilities: Consistently display inclusive leadership behaviours, value all perspectives, and listen to diverse points of view. Be a role model for inclusive and respectful behaviour in the work environment and all work-related activities.

- Create a safe and inclusive working environment free of discrimination, harassment and bullying. Appropriately address any behaviour that is not consistent with this or other policies, or with applicable laws governing equal opportunity, diversity, equity, and inclusion, and involve HR if necessary.
- Ensure that employment-related decisions are free of discrimination by mitigating unconscious bias in employment decisions and talent practices (including performance and development, compensation, hiring).
- Foster diverse representation and an inclusive environment within their teams and draw from a broad talent pool.
- Provide reasonable conditions for qualified individuals with a disability, people with specific needs for religious observance or personal practices of religious expression.

The Group respects, upholds, and protects the fundamental human rights of everyone it works and engages with. We have zero tolerance for any violation of these rights, including the use of child labour, forced labour or human trafficking.

We strive to provide a professional environment that emphasizes cohesion and tolerance between team members. Regardless of the circumstances, we do not tolerate any form of harassment. This includes any form of bullying, insulting language, or discrimination based on gender, race, religion, national origin, disability or sexual orientation.

If an employee encounters harassment, the employee is required to report the violation to a manager, HR or on the whistleblowing channels described in the Group Code of Conduct and

the Group Whistleblowing Policy. The Group's policy is to act promptly, and address reported issues so that employees always feel protected.

The Group does not tolerate any form of retaliation against an employee for reporting suspected misconduct in good faith.

6. Final provisions

Each Group Company shall adopt its local DEI Policy in accordance with the Group DEI Policy which may contain exceptions regulated by local law.

7. Policy Approval

Approved by the Board of Directors on 3 September 2026.

8. Revision

CETIN International reserves the right to modify, suspend, amend, or terminate this Group DEI Policy at any time.

9. Revision History

Ver. No.	Date of Update	Comments	By
1.0	---	First Version	Chief Legal Counsel