

Fastned Diversity Policy

1. Introduction

Our goal is to create an environment of inclusion and acceptance at Fastned in which each person is treated equally without discrimination. Fastned therefore values and promotes diversity within the company as a whole and at executive level including in its Management Board and Supervisory Board as well. Fastned recognises that differences in skills, experience, education, background, nationality, age, race, gender, sexual orientation, religious beliefs, physical ability and other characteristics of people are important and enable the Company to look at issues and to solve problems in a different way, to respond differently to challenges, and to take more robust decisions. All these different skills and backgrounds collectively represented in Fastned, reflect the diverse nature of the environment in which Fastned and its stakeholders operate, and improve the effectiveness through diversity of approach and thought. Diversity enables Fastned to attract and maintain the best talented people. For that reason the Supervisory Board has decided to adopt a diversity policy for the Management Board and the Supervisory Board.

2. Current composition of the Boards and objectives

Annually, the Supervisory Board will assess the size and composition of the Supervisory Board and of the Management Board to determine whether there is a good balance and mix of sector knowledge, educational background, financial expertise, work experience, Management capabilities and diversity. In addition the Supervisory Board will determine measurable objectives for achieving more diversity on the Boards.

The current Boards are considered well balanced in terms of professional expertise, nationality, age and educational background. At the date of adoption of this Policy, the Boards' objectives are to improve gender diversity over a three year period by ensuring that at least 30% of the Management Board, the Supervisory Board and the Board of the Shareholders Foundation will be comprised of women by the end of 2024.

Fastned places high emphasis on ensuring the development of diversity in the senior Management roles within the company, and the Supervisory Board supports and will monitor Fastned's objective of ensuring that approximately 30% of the senior roles continue to be held by female executives.

3. Commitment, monitoring and reporting

The Supervisory Board commits itself to diversity in skills, experience, education, background, nationality, age, race, gender, sexual orientation, religious beliefs, physical ability and other characteristics of directors, when selecting and nominating 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 Management Board will report annually, in the corporate governance statement of the Company's annual report, on the process used in relation to Management Board appointments. 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.

Any nominations for appointment to the Supervisory Board or the Management Board will include reporting on compliance with this Policy or will explain any departures from the Policy.

The Supervisory Board will review the Policy, including its effectiveness, annually and recommend any revisions to the Supervisory Board for approval.

This policy has the full support of the Supervisory Board and the Management Board.