

DIVERSITY POLICY

Palmboomen Cultuur Maatschappij Mopoli
(Palmeraies De Mopoli) N.V.

December 17, 2020



Diversity policy

1. Introduction

The supervisory board (the "**Supervisory Board**") of Palmboomen Cultuur Maatschappij Mopoli (Palmeriaes De Mopoli) N.V. (the "**Company**") is responsible for maintaining sufficient diversity in the management board of the Company (the "Management Board") and the Supervisory Board. In this respect diversity in educational background and professional experience is considered a prerequisite for the effective management and oversight on the Company. The Supervisory Board also subscribes to the importance of gender and ethnic diversity. Each year a self-assessment is performed to, among others, evaluate the effectiveness of the composition of the Management Board and the Supervisory Board.

2. Current board composition and ambition level

The current Supervisory Board and Management Board are considered well balanced in terms of professional expertise and educational background. In this respect the ambition is a blend of industry knowledge and financial and executive expertise.

The statutory prescribed target for a balanced board composition is a minimum of 30% male and female representatives. This target is currently (2020) not met by the Company nor is it likely this will be the case in the upcoming four years given the anticipated number of new appointments. It is, however, the ambition of the Supervisory Board to ensure that the composition of the Management Board and the Supervisory Board provides for a fair representation of the overall workforce of the Company/a balanced board by 2024.

3. Selection procedure and other measures

The Supervisory Board commits itself to ensure diversity in education, professional background, nationality, age and gender when selecting new candidates for the Management Board and the Supervisory Board. In addition, the Supervisory Board seeks to maintain a balance in the experience and affinity with the nature and culture of the business of the Company. In case of open positions, the Supervisory Board prepares a profile based on the required educational and professional background and in the search will actively seek for female candidates and candidates with a different nationality. Where required a professional executive search firm is engaged to support the search process. In case of evenly suitable candidates, these candidates will have the preference.