

DIVERSITY POLICY

Dated 20 July 2021

VAM Investments SPAC B.V.

1 Introduction

- 1.1** This diversity policy (the “**Policy**”) of VAM Investments SPAC B.V. (the “**Company**”) has been drawn up and approved by the board of directors of the Company (the “**Board**” and each member of the Board, a “**Director**”) on 20 July 2021.
- 1.2** This Policy shall be reviewed periodically and shall be amended by the Board if and when required or otherwise deemed fit.
- 1.3** This Policy shall be published on the Company’s website.

2 General

- 2.1** The Board believes and acknowledges that:
- (i) diversity in all of its aspects within the Board is important to the sustainable success of the Company and the business connected with it;
 - (ii) both the Board and the Company benefit greatly from a wide range of skills, experiences, backgrounds, orientations, cultures and other characteristics of persons;
 - (iii) a diverse composition of the Board contributes to robust decision-making, innovation and the proper functioning of the Board; and
 - (iv) diversity should extend to all areas of the business connected with the Company, including without limitation (senior) management positions.
- 2.2** The Board shall be constituted to reflect the diverse nature of the business connected with the Company and the environment in which the Company operates. The Board shall further be constituted from Directors with a good mix of sector knowledge, financial expertise and management skills.

3 Diversity aspects

The following diversity aspects are relevant for the Company and the business connected with it:

- (i) nationality;
- (ii) age;
- (iii) gender;
- (iv) background in education;
- (v) background in (work) experience; and
- (vi) skills and knowledge.

4 Specific diversity targets

- 4.1** The aim is to comprise the Board of a mix of talented and skilled individuals, with different backgrounds in education and (work) experience and diverse competences, it being specifically noted that at least one non-executive Director shall have competence in accounting and auditing.

- 4.2** With due observance of the pending legislative proposal around balanced gender diversity for boards of Dutch listed companies, the Board aims for the non-executive Directors in the Board to comprise of at least one-third women and at least one-third men.

5 Candidate Directors

- 5.1** Within the limits of the Board's powers, the Board shall consider the diversity aspects included in clause 3 of this Policy when composing the Board and when selecting a candidate Director, while retaining the required mix of expertise, experience and diversity for the Board to function properly.
- 5.2** Any nomination by the Board for appointment of a candidate Director will include an explanation on whether this Policy has been complied with or whether such nomination deviates from this Policy, as applicable.

6 Annual assessment and accountability

- 6.1** Annually, the Board shall assess the composition of the Board in light of diversity as set out in this Policy.
- 6.2** This Policy will be explained in the corporate governance statement included in the Company's management report, addressing (i) the objectives included in this Policy, (ii) how this Policy has been implemented, and (iii) the results of this Policy in the previous financial year.
- 6.3** If the composition of the Board deviates from the targets set in this Policy, if and to the extent that this is provided under or pursuant to all applicable laws, the current state of affairs shall be outlined in the abovementioned corporate governance statement, along with an explanation as to which measures are being taken to attain the intended target, and by when this target is likely to be achieved.

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