



Diversity and Inclusion Policy

Allego N.V

Allego

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Introduction

Article 1

- 1.1 This document sets out the Company's diversity and inclusion policy.
- 1.2 This policy sets concrete, suitable and ambitious objectives in order to achieve an appropriate balance in gender diversity and other relevant diversity and inclusion aspects with respect to the composition of the Board, Executive Committee (if established) and Senior Management (irrespective of whether they are part of the Executive Committee).

Definitions and Interpretation

Article 2

- 2.1 In this policy the following definitions shall apply:

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| Board | The Company's board of directors. |
| Company | Allego N.V. |
| Company Group | The Company and its Subsidiaries collectively or, where the context so requires, any of them individually. |
| Director | A member of the Board. |
| Employee | An employee of the Company Group. |
| Executive Committee | The Company's executive committee, if and when established. |
| Executive Director | An executive Director. |
| Non-Executive Director | A non-executive Director. |
| Officer | A Director, a (managing) director or supervisory director of any Subsidiary, or any other officer of the Company Group who is not an Employee. |
| Senior Management | The group of Employees and Officers, except for members of the Board, who hold senior executive positions, as selected by the Board from time to time. |
| Subsidiary | A subsidiary of the Company within the meaning of Section 2:24a of the Dutch Civil Code. |

- 2.2 Terms that are defined in the singular have a corresponding meaning in the plural.

Diversity and Inclusion Aspects

Article 3

- 3.1 The Company supports, values, fosters, cultivates and preserves a culture of diversity and inclusion. In this respect, diversity refers to the different characteristics that make individuals unique, such as age, gender, gender identity, racial and ethnic origin, skin colour, sexual orientation, physical abilities and disabilities, religious beliefs, political opinion, social origin, nationality, experiences, qualifications, knowledge and abilities.
- 3.2 The Company's diversity and inclusion initiatives, ambitions and objectives apply, without limitation, to its practices and policies on recruitment, selection and retention, compensation and benefits, professional development and training, social and recreational programs. The Company Group strives to provide a safe working environment that is free from harassment, discrimination and national extraction on the basis of an individual's unique characteristics (and other forms of discrimination covered by applicable law).
- 3.3 The Company encourages and promotes:
 - a. equal opportunities for Employees, Officers and applicants for employment by the Company Group;
 - b. respectful communication and cooperation among Employees and Officers;
 - c. teamwork and participation among Employees and Officers;
 - d. contributions to communities that the Company Group serves in order to promote a greater understanding and respect for diversity and inclusion; and
 - e. responsibility to treat Employees, Officers and others with dignity, respect and understanding.
- 3.4 The Company Group shall offer training and education on diversity and inclusion to all Employees and Officers and the Company expects all Employees and Officers to participate in those sessions regularly.
- 3.5 Employees and Officers who feel that they have been subjected to harassment, discrimination or national extraction are encouraged to report this to their supervisor or to the Company's Human Resources department or in accordance with the Company's whistle-blowers policy.

Objectives

Article 4

4.1 The Company's diversity and inclusion objectives are:

- a. to achieve representation within the group of Non-Executive Directors of at least 30% of men and at least 30% of women by 2027;
- b. to achieve representation within the Executive Committee (if and when established) and within Senior Management of at least 40% of men and at least 40% of women by 2026;
- c. to raise awareness among Employees and Officers about the importance of diversity and inclusion, as well as the benefits these aspects bring to the Company Group's organisation and its workforce;
- d. to ensure that all Employees and Officers complete a mandatory diversity and inclusion training within their first year of employment or service with the Company Group;
- e. to create an inclusive culture where all Employees and Officers feel valued, respected and empowered to contribute their unique perspectives and ideas;
- f. to ensure that the workplace of the Company Group is accessible and that reasonable accommodations are provided to Employees and Officers with disabilities to enable their full participation.

4.2 To achieve the above listed objectives, the Company will undertake the following:

- a. The Company will organise regular workshops, trainings, and awareness sessions. The sessions will be part of the general annual training courses as well as regular onboarding for new Employees and Officers. These initiatives will aim to highlight the benefits of diversity.
- b. The Company will establish diversity and inclusion teams composed of Employees and Officers from diverse backgrounds. These teams can identify barriers to inclusion, propose solutions, and help to highlight the value of diversity and inclusion.
- c. The Company will conduct regular accessibility reviews to identify and address issues in relation to workplace accessibility. The Company will establish clear protocols for requesting and providing reasonable accommodations as well as training for Senior Management and Human Resources personnel on disability accommodation procedures.
- d. The Company will identify high-potential Employees and Officers from underrepresented groups and provide mentorship, training, and leadership development opportunities. With regards to vacant positions, the Company will consider underrepresented groups.
- e. The Company will regularly conduct a gender pay gap analysis. The Company will create action plans to address any gender pay gaps identified by such analyses.

- f. The Company will regularly review its Human Resources policies to ensure equal treatment for all Employees and Officers. This includes examining recruitment practices, performance evaluations and promotions. Based on this, the Company will implement changes and improvements to promote fairness and equal opportunities for all Employees and Officers.

Amendments and Deviations

Article 5

- 5.1 The Company shall regularly review and update this policy as needed in order to ensure it continues to reflect the Company's commitment to diversity and inclusion.
- 5.2 Pursuant to a resolution to that effect, the Board may amend or supplement this policy and allow temporary deviations from this policy, subject to ongoing compliance with applicable law and stock exchange requirements.

Governing Law and Jurisdiction

Article 6

This policy shall be governed by and shall be construed in accordance with the laws of the Netherlands. Any dispute arising in connection with this policy shall be submitted to the exclusive jurisdiction of the competent court in Amsterdam, the Netherlands.

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