



# Diversity Policy

14 March 2024



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FOUNDATIONS

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## Introduction

This diversity policy describes the policy of Sif Holding N.V. and its subsidiaries (hereinafter referred to as 'Company' or 'Sif') with the aim of ensuring diversity in the composition of the Executive Board, the Supervisory Board and the Management Team. The Management Team is responsible for the implementation of this policy within Sif.

In accordance with Dutch legal requirements, this policy includes specific and detailed objectives regarding gender diversity at board level. However, Sif emphasizes the importance of all forms of diversity (as specified in article 1 of this policy).

## article 1 Diversity objectives

Sif recognizes the importance of diversity within the Executive and Supervisory Boards and the Management Team and believes that the Company benefits from a broad range of skills and different backgrounds, which reflect the diversity of all stakeholders. In addition to the recognized importance, a diverse composition of the Supervisory Board, Executive Board and Management Team contributes to solid decision-making and the proper functioning of Sif.

Sif also recognizes the strategic and social importance of diversity within its workforce. The following diversity aspects are relevant to Sif, considering the complexity of the Company, the markets in which Sif is active and the diversity of the customer base:

- Gender; and
- Nationality/geographical origin; and
- Background: education and/or (work) experience.

When selecting candidates for appointment as members of the Supervisory Board, Executive Board and/or Management Team, the diversity objective as described in this article will be considered. That is why Sif pursues filling vacancies with candidates who have the required expertise and contribute to the diversity of the Company.

## article 2 Specific diversity targets and strategy

### 2.1. Diversity targets

Below are the specific diversity targets for the Executive Board, the Supervisory Board and the Management Team:

- Gender: The Supervisory Board, the Executive Board and the Management Team will consist of at least 33.3% women and at least 33.3% men;
- Nationality/geographical origin: no specific nationality/geographical origin requirement is applied for membership of the Management Team;
- Background: At least 33.3% of the Executive Board, the Supervisory Board and the Management Team have extensive experience with the production of capital goods in a project-driven environment, such as offshore engineering or contracting, the sustainable energy industry or a similar industry.



## 2.2. Strategy

Sif pursues to achieve the diversity targets as defined in paragraph 2.1 by making them an integrated part of the strategy regarding human resources and communication:

- Inform involved employees and provide explanations if necessary;
- Assume and promote compliance with this policy;
- Recruit and hire for these positions;
- Provide equal pay for equal work;
- Develop talent and retain employees aimed at increasing diversity among the people in these positions;
- Customized mentoring and coaching programs, such as unconscious bias and diversity leadership programs; and
- The use of inclusive language.

## 2.3. Publicity and reporting

Sif will report annually on diversity to the Social Economic Council (SER), as required by law, within ten months after the end of the financial year. The policy will also be published on Sif's corporate website.

Furthermore, this policy and the way in which it has been implemented in practice will be included in the corporate governance statement of Sif's annual report. This specifically addresses:

- The objectives of this policy;
- How this policy has been implemented; and
- The results of this policy in the past financial year.

## 2.4. Statement of non-compliance

If the composition of the Executive Board, the Supervisory Board or the Management Team deviates from the targets (Article 2.1), the following must be included in the corporate governance statement:

- An outline of the current state of affairs;
- An explanation of what measures are taken to achieve the goal; and
- When this is likely to be achieved.

## article 3 Amendments

This policy was approved by the Supervisory Board of Sif Holding N.V. on 14 March 2024. The Supervisory Board and the Executive Board will annually review this policy and amend it where necessary. Any amendment made pursuant to this Article 3 shall be subject to applicable laws and regulations.