
DIVERSITY & INCLUSION POLICY

We embrace and encourage our employees' differences and value our uniqueness as a Dutch technology company with a diverse workforce, welcoming over 80 unique nationalities across our global offices. This mix of cultures is rich with people of all backgrounds, races and perspectives.

The collective sum of these individual differences, life experiences, knowledge, inventiveness, self-expression, capabilities and talent that our employees invest in their work represents a significant part of our culture and our reputation. And furthermore, they are the key drivers of our company's innovation and achievements.

To foster a diverse workforce, TomTom commits to the following:

- Workforce diversity and equality no matter age, gender, sexual orientation, religion, disability or ethnic origin
- Promoting and supporting a culture of inclusion
- Providing career opportunities in local communities

TomTom's diversity initiatives are applicable – but not limited – to our practices and policies on recruitment and selection, compensation and benefits, professional development and training, promotions, transfers, and social and recreational programmes.

TomTom encourages and supports:

- Respectful communication and cooperation between all employees
- Teamwork and employee participation, permitting the representation of all groups and employee perspectives
- Work-life balance through flexible work schedules to accommodate employees' varying needs
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for diversity

We monitor our progress closely and continually foster diversity and inclusion at TomTom to ultimately foster an environment where our people can thrive.

Amsterdam, September 2020