



Diversity, Equity and Inclusion Policy

To map the world, it takes a team of diverse people from around the world. We're proud to have 3,600 unique, curious and passionate problem-solvers with more than 80 nationalities to make it possible for us to execute on our ambitious mission.

Our differences are one of our greatest strengths. Together, we are addressing the most complex mapping use cases society faces by combining our personal backgrounds, inventiveness, self-expression and talents.

Diversity goes hand in hand with inclusion and psychological safety. Our people drive our impact and, to do so, they need to feel comfortable being themselves at work. We strive to ensure a safe, supporting environment for all.

We bring our efforts to life through our diversity, equity and inclusion (DEI) strategy, activities and work with local communities.

Currently we are focused on creating a better gender balance through all levels of the organization, aiming to reach three targets:

- Achieve 30% female representation company-wide by end of 2028
- Achieve 20% female representation in senior management (defined as director level and above) by end of 2028 At least one woman in
- the Management Board

To continue fostering diversity, equity and inclusion, we commit to:

- Embracing the representation of all employees, regardless of characteristics such as age, gender, ethnic origin, race, sexual orientation, religion and (dis)ability
- Demonstrating equal treatment and opportunities for all employees, regardless of characteristics such as age, gender, ethnic origin, race, sexual orientation, religion and (dis)ability
- Fostering a culture of inclusion, where all employees can be themselves and be proud, feeling seen, accepted and valued
- Providing executive sponsorship and support to DEI efforts • Supporting our local communities through employment, mentoring and training opportunities
- Reflecting on our progress, keeping ourselves accountable and always striving to do better

Our DEI initiatives at TomTom apply, but are not limited to our practices and policies on talent recruitment and selection, compensation and benefits, professional development and training, promotions, and work flexibility.

Further, we encourage and support:

- Respectful communication and cooperation between all employees
- Teamwork, employee participation and feedback that enables the representation of all individual and group perspectives
- Work-life balance by giving employees the flexibility to work from home, the office or even abroad, choosing the best location together with their teams
- Giving back efforts at a company and employee level to support our local communities and promote a greater understanding and adoption of DEI practices

We monitor our progress closely and will continue finding ways to improve as we enable a fair, equitable and inclusive environment where all employees thrive. Amsterdam, December 2025