



## **Diversity, Equity, and Inclusion (DEI) Strategy 2025**

**Effective date: 05/12/ 2025**

### **1. Introduction**

**“Bring your whole self to power the future we want”.**

At Fastned, we celebrate our people. We strive to create a diverse, safe, and fun environment where everyone can be themselves and feel valued. We champion minority groups, listen to all voices, and encourage new ideas. As future builders, we are committed to accelerating the transition to electric mobility by building the Fastned we want today.

This policy outlines our strategic approach to diversity, equity and inclusion across all organizational levels—from the supervisory and management boards through our leadership and broader workforce. As a Dutch-listed company with many employees<sup>1</sup> across ten European countries, we are subject to mandatory diversity requirements under Dutch law. This policy reflects both our legal obligations and, more importantly, our conviction that working with people from different backgrounds, with different perspectives and experiences, just makes us better. It makes us smarter, kinder, and more creative.

This policy applies to all employees, contractors, board members, and external partners globally, and covers all dimensions of diversity: gender and gender identity, age, ethnicity and cultural background, disability and neurodiversity, sexual orientation, nationality, family status, and other aspects of identity.

We report annually on our progress, in accordance with Dutch law requirements, and provide explanations and corrective measures if targets are not met.

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<sup>1</sup> In 2025: 420 employees across the EU.

## 2. Why DEI Matters to Fastned

**The Right Thing to Do:** Our DEI policy and committee aim to positively impact Fastned and society by addressing diversity bottlenecks, especially in leadership roles, and by acknowledging unconscious bias and structural injustices.

**The Smart Thing to Do:** DEI enhances team performance, retention, and innovation. A diverse workforce helps us better understand our markets and stakeholders.

**The Fun Thing to Do:** We believe in the joy of working with a diverse group, fostering learning, and building a dynamic workplace.

## 3. Current State and ERG Groups

At Fastned, we celebrate our people. We strive to create a diverse, safe, and fun environment where everyone can be themselves and feel valued. We champion minority groups, listen to all voices, and encourage new ideas. As future builders, we are committed to accelerating the transition to electric mobility by building the Fastned we want today.

Diversity, equity, and inclusion have always been integral to Fastned's culture. In July 2022, a Pride Employee Resource Group (ERG) was established, followed by the organic emergence of additional ERGs. Employee Resource Groups are voluntary, employee-led groups whose aim is to foster a diverse, inclusive workplace aligned with the organizations they serve.

Our DEI Taskforce includes leads from the following ERGs:

- **The Electric Pride ERG** at Fastned represents LGBTQ+ perspectives, ensures inclusive policies, and provides a safe space for LGBTQ+ employees. It partners with the Diversity, Equity & Inclusion task force, organizes educational initiatives to raise awareness, and is committed to supporting LGBTQ+ customers with the best service.
- **The Electric Women ERG** at Fastned offers a safe, supportive space for women to share experiences, address challenges together, and raise awareness about workplace issues and women's rights. It also provides opportunities for skill development and organizes regular gatherings for connection and support. Partnership with [Flouria](#) since June 2025.
- **The Electric Minds ERG** at Fastned supports neurodivergent colleagues and their families, encourages diagnosis and ongoing support, fosters experience sharing, and advocates for the needs and interests of neurodivergent employees.
- **Electric People ERG** at Fastned creates a safe space for colleagues from multi-ethnic and multi-cultural backgrounds, fostering an inclusive and diverse workplace. It is

dedicated to supporting the personal and professional development of employees from diverse backgrounds, ensuring they feel valued and empowered within the company.

- **The Electric Parents ERG** at Fastned fosters an inclusive, family-friendly environment where working parents feel empowered and supported. It raises awareness, advocates for better policies, and provides a platform for parents to connect and share experiences. Partnership with [Foundree](#) since May 2025.

The DEI Taskforce also includes HR, Legal, and an executive board member. We have launched affirmative action recruitment campaigns for women in leadership, partnered with diversity-focused recruitment agencies, and received external recognition, such as the **Diverse and Inclusive Leadership Award by Deloitte in 2024**.

#### 4. Gender Diversity Targets

**Gender Diversity Targets:** In line with Dutch law, Fastned is committed to maintaining a minimum of one-third women and one-third men on its supervisory and management boards, with the ambition to reach 50% women in senior-level and management roles and the broader workforce by the end of 2026.<sup>2</sup>

To achieve those targets, we at Fastned aim to reach them by:

- Bringing gender balance across departments at least to the EU average, if possible to 50%.
- Not moving the needle backwards in departments that currently meet the 50%.
- Maintaining a diverse hiring policy and transparent reporting.

All targets are reviewed annually in accordance with section “[6. Reporting and Evaluation](#)” below. The management board will reassess the senior level and management definition each year to ensure it remains appropriate as our organization evolves.

#### 5. Gender Pay Gap Calculation

Fastned is committed to pay equity. During the annual compensation review, we calculate and monitor the gender pay gap using two complementary methods:

- **Role-based comparison:** Comparing average salaries of males and females within the same country, job level, and job track to ensure equal pay for equal work.

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<sup>2</sup> In 2025: 43% female and 57% male across the organization.

- **Aggregate comparison:** Assessing the overall average salary difference between males and females across the organization to identify broader structural disparities. This is done for all employees, regardless of their start date at Fastned. This has been a core part of the annual compensation review process since 2023.

By using both approaches, we ensure transparency and accountability, and we are committed to taking corrective action wherever unjustified gaps are identified

## 6. Reporting and Evaluation

Fastned will **report annually** on<sup>3</sup>:

- The goals and execution of the DEI policy.
- Progress towards targets (inflow, promotion, retention).
- Gender composition at all governance levels.
- Explanations and corrective actions if targets are not achieved.
- Use of SER best practices and tools for diversity mapping.

**Evaluation methods:** To evaluate the progress of reaching these targets, Fastned uses the following evaluation methods:

- FTE headcount data via HRIS (HiBob) for diversity KPIs. We can review headcount data via our HRIS system (Hibob). [Here](#) you can find a step-by-step guide of how our gender split KPI is calculated.
- Gender wage gap calculation methodology (to be included in the appendix).
- Annual employee engagement survey (with DEI as a key component).
- Qualitative and quantitative data from ERGs.

## 7. Social Safety and Transgressive Behaviour

Fastned is committed to providing a socially safe workplace. Our DEI policy includes clear procedures for reporting and addressing transgressive behaviour, ensuring all employees feel safe and respected.

## 8. Cross-Border Considerations

For international operations, Fastned adapts its DEI targets and reporting to local legal requirements, while maintaining Dutch standards as the baseline. The degree of insight into inflow, flow, and retention may differ by country, but our commitment to DEI remains consistent.

<sup>3</sup> In accordance with DCGC 2.1.6.