

**DIVERSITY POLICY**  
**OF**  
**Brigade-M3 European Acquisition Corp.**

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*This diversity policy was adopted by the Board on 6 December 2021*

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**1. DEFINITIONS**

1.1. Capitalised terms used in this Policy have the following meaning:

"**Board**": the board of the Company

"**Company**": Brigade-M3 European Acquisition Corp.

"**Policy**": this diversity policy

**2. DIVERSITY**

2.1. The Company is committed to supporting, valuing and leveraging the value of diversity, and is keen to benefit from a diverse workforce as much as possible. For the Company, diversity means a workforce reflective of different genders, nationalities, cultures, generations, ethnic groups, abilities and social backgrounds. The Company does not discriminate on the basis of age, skin colour, disability, gender, marital status, nationality, race, religion, sexual orientation or other ethnic or cultural aspects.

2.2. The Company recognises the benefits that diversity within its Board can bring, and believes that this diversity is critical to its ability to be open to different ways of thinking and acting.

2.3. Diversity within the Board comprises multiple aspects, such as the age structure, the members' educational and professional background, the experience relevant for their position and personal characters.

2.4. In the view of the Company, diversity is not a static concept, but rather a relevant mix of required elements for the Board as a whole that evolves with time, based on, among others, the relevant business objectives and future needs of the Company. The Company treats the diversity of the Board as a means for improvement and development, rather than an end in itself.

**3. PRINCIPLES**

3.1. The Company applies the following principles to the composition of the Board:

(a) no discrimination on the basis of age, skin colour, disability, gender, marital status, nationality, race, religion, sexual orientation or other ethnic or cultural aspects;

(b) to come to a balanced representation of men and women on the Board;

(c) to create a diverse mix of knowledge, skills and expertise, in line with the required

profiles;

- (d) to strive for sufficient complementarity, pluralism and diversity with regard to age, gender and background;
- (e) to ensure relevant professional and educational backgrounds within the Board, including among other things:
  - financial expertise;
  - relevant industry knowledge;
  - international experience;
  - risk management experience;
  - experience in the planning and implementation of company strategies; and
  - governance and leadership experience.

#### **4. AMENDMENTS AND DEVIATIONS**

- 4.1. This Policy can only be amended by a resolution of the Board to that effect. Any amendment of this Policy shall be laid down in writing. The Board may allow temporary deviations from this policy, subject to applicable law and stock exchange requirements.