

Diversity & Inclusion Policy – Supporting Letter Supervisory Board

The Supervisory Board of TomTom N.V. hereby expresses its full support for TomTom's Diversity & Inclusion Policy.

We recognise that each employee brings their own unique capabilities, experiences and characteristics to their work and we value such diversity at all levels of the company in all that we do. This also applies to what we do as Supervisory Board.

The Supervisory Board aims for a diverse composition of the Management Board and Supervisory Board in terms of age, gender, sexual orientation, religion, disability or ethnic origin, as laid down in TomTom's Diversity & Inclusion Policy. In terms of the required experience and expertise for the Supervisory Board members, we kindly refer to our Supervisory Board Profile.

To increase the diversity of our Boards, the Supervisory Board aims for:

- an equal number of men and women during a search, selection and appointment procedure;
- at least one woman in the Management Board at any time;
- at least two women in the Supervisory Board at any time;
- a Supervisory Board Chairman living in the Netherlands;
- at least one member in the Supervisory Board from the U.S.; and
- at least two members in the Supervisory Board with a technology background.

Our priority is, and has always been, to choose the candidate who is best qualified for the role.

TomTom's success reflects the quality and skill of its people and TomTom is committed to hiring and retaining the finest human talent to ensure business growth and performance. The Supervisory Board supports the company's efforts in continually fostering diversity and inclusion at TomTom.

Supervisory Board of TomTom N.V.

Peter Wakkie (Chairman), Jacqueline Tammenoms Bakker, Jack de Kreij, Michael Rhodin, Bernd Leukert

December 2017