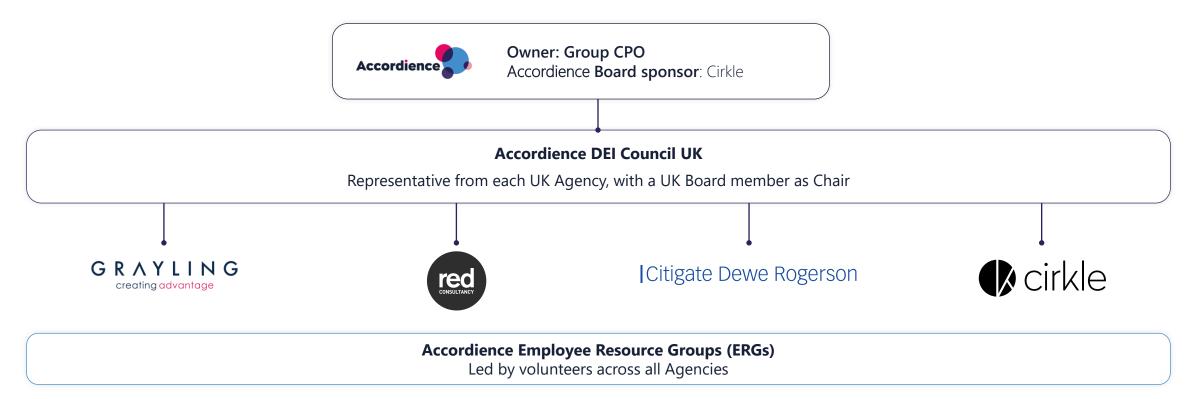
Accordience DEI Governance Structure



The purpose of our DEI Governance structure is to establish a framework and accountability mechanism for driving initiatives. The objective is to integrate local DEI considerations into our overall strategy, and oversee the coordination of our DEI efforts across the group to ensure we remain accountable, compliant and inclusive.