

Diversity, Equity, and Inclusion

People – Talent and Development Competence Center / Version 1.0 | November 2023



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DIVERSITY, EQUITY AND INCLUSION POLICY

Pluxee N.V. ("Pluxee" or the "Company") is dedicated to promoting diversity, equity and inclusion among all its staff and all external stakeholders. Our objective is that every person feels valued and empowered to contribute as much as possible to the growth of our business and organization and we are committed to a workplace environment that promotes diversity and inclusion.

PURPOSE

This policy reinforces a diverse, equitable and inclusive culture that supports Pluxee's workforce and stakeholders, which is essential to the Company's growth and long-term success.

SCOPE & APPLICABILITY

All employees of and all other external stakeholders, with whom we create a working environment of respect and dignity to all.

Our efforts to create a diverse and inclusive environment aligns with our Company's values and is reflected in the way we work, in our Statement of Business Integrity, Supplier Code of Conduct and in our People strategy.

PLUXEE MISSION – DEI ALIGNMENT

As a global, multicultural community, people are central to everything Pluxee does. By creating an equitable and inclusive work environment, our employees are empowered to learn, grow, and perform at their best.

*At Pluxee we bring to life sustainable and **personalized employee experiences** at work and beyond. Across benefits, rewards and recognition, our innovative digital products are all designed **around what employees really want and need**, leveraging our unparalleled access to consumer data.*

*Every day, we create products that **bring real value to consumers in 31 countries**. We give our clients **ways to help their people feel supported, motivated and empowered**. We use an agile, digital way of working to respond to changing consumer preferences globally.*

DEFINITIONS

DIVERSITY	<p>Focusing on workforce representation and the many identities that define each individual as unique, including age, education, socioeconomic class, culture, gender, race (including colour, nationality, and ethnic or national origin), language, pregnancy and maternity/paternity, religion or belief, sexual orientation, and physical and mental abilities, both visible and invisible that employees bring to the workplace and shape our view of the world, perspectives, and thoughts.</p> <p>Having in mind that Pluxee will not collect and process any data related to the employees' identity that would not be in compliance with the applicable local laws.</p>
EQUITY	<p>Providing fair treatment and full access to resources, opportunities, and advancement, by eliminating barriers and empowering the full participation of all employees, with a focus on historically excluded groups.</p>
INCLUSION	<p>Creating an environment where employees, clients, consumers, and partners feel they are heard, understood, valued, and respected for who they are by optimizing their unique perspectives, diverse backgrounds and styles.</p>

POLICY

At Pluxee, we believe that our ability to respect employee differences is essential to building diverse, high-performing work teams, which will enhance the Company's competitive advantage in the marketplace.

By valuing and managing a diverse workforce, Pluxee can leverage the skills, knowledge, and abilities of all employees to positively impact the lives and businesses of our consumers, clients, and merchants.

Managing diversity at work and ensuring equity and inclusion is a mean of achieving optimal individual and team performance by recognizing and leveraging each employee's unique contribution toward meeting the Company's business objectives.

1. Pluxee does not tolerate discrimination based on the following characteristics but not limited to:
 - age
 - disability
 - gender
 - gender reassignment
 - marriage and civil partnership
 - pregnancy, maternity and paternity
 - race (including colour, nationality, and ethnic or national origin)
 - religion or belief
 - sexual orientation

2. Pluxee forbids discrimination and works to ensure a high-level diversity, equity and inclusion across the following key employment lifecycle touch points but not limited to:
 - compensation and benefits
 - terms and conditions of employment
 - dealing with grievances and discipline
 - dismissal
 - redundancy
 - leave for parents
 - requests for flexible working
 - selection for employment
 - evaluation
 - promotion
 - training or other development opportunities

Our Commitments

- At Pluxee, we are committed to promoting and ensuring equal opportunities, valuing diversity, equity, and creating an inclusive work environment for all our workforce, whether temporary, interns, part-time or full-time and to allowing them to make an impact, inspiring people to perform at their best and grow together. These principles are a foundation on which we can build the future of employee experience.
- We have an active community of Diversity, Equity and Inclusion (DE&I) Champions in all countries where Pluxee operates. DE&I Champions are Pluxee employees who have been given the voluntary mission of promoting DE&I principles and ensuring the design and deployment of coherent DE&I practices at the local level, in accordance with local legislation and Pluxee's global vision.
- Every Pluxee employee must complete mandatory Responsible Business Conduct (RBC) training no later than 2 months after joining the company. All Pluxee employees undergo RBC training refresher every two years and need to get acquainted with our DE&I policy.
- We create a working environment free of bullying, harassment, victimisation, and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognized and valued.
- We take seriously complaints of bullying, harassment, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of the Company's work activities.
- Pluxee provides its employees and partners with a confidential means of reporting, 24/7, activities or behavior contrary to its Code of Conduct.
- The gender diversity target for each of (i) the group of executive directors, and (ii) the group of non-executive directors of Pluxee separately is set at a minimum of 40% female and a minimum of 40% male, provided that if the group of executive directors would comprise of only one member, this gender diversity target applies to the board of Pluxee as a whole.
- Pluxee continues to improve gender diversity in 2024 with a focus on increasing the representation of women in management positions ⁽¹⁾ and reaching a ratio of at least 40% women by 2026. In addition, end of FY26 targets on women ratio in Pluxee Leadership ⁽²⁾ is 42%.
- Pluxee commits to provide transparent and impartial sourcing and recruitment process. All applicants receive equal treatment and opportunities to join the organization. The applicants'

evaluation process is based on clear expectations in terms of expertise and experience that allow for optimal objectivity of the selection process.

- Pluxee's compensation and benefits strategy strives to set its employees' total remuneration package at a competitive level by benchmarking to the market where we operate. Continuous monitoring to ensure pay equity remains a key focus for the organization.
- Pluxee ensures a common foundation for employee benefits, which provides all its employees across the globe with a minimum benefits package of parental and care leave, life insurance benefit and an assistance phone line.
- 100% of Pluxee teams are eligible for annual performance and people reviews to identify each employee's strengths and development needs.
- Pluxee provides training, development, and progress opportunities to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully leveraged to maximize the efficiency of the organisation.
- The organization commits that all decisions concerning staff are based on merit.
- Pluxee reviews employment practices and procedures when necessary to ensure fairness and update them and the policy to take account of changes in the law.
- Pluxee assesses regularly how the Diversity, Equity and Inclusion Policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

(1) This includes operational management (team manager, budget manager and/or project manager) and direct reports of a Country EXCOM

(2) This includes Pluxee EXCOM, Pluxee EXCOM direct reports and Countries EXCOM

RESPONSIBILITIES

EMPLOYEE	MANAGEMENT	HUMAN RESOURCES and DE&I CHAMPIONS
Employees are required to be familiar with and comply with this policy. Pluxee expects employees to report any possible violations of this policy to one's manager or as otherwise provided in this policy.	Managers are responsible to uphold DE&I principles across all people management processes, i.e., sourcing, recruitment and selection, onboarding, performance management, reward, recognition, learning and development. Managers are also required to enforce this policy, and to take appropriate action when violations of policy occur or are reported. It is also the responsibility of managers to ensure there are no retaliatory actions as a consequence of an employee reporting any possible violation of policy.	HR team members and DE&I champions must proactively take appropriate actions to ensure the DE&I policy is upheld and address any violations.

AGREEMENT TO FOLLOW THIS POLICY

The Diversity, Equity and Inclusion Policy is fully supported by Senior Management.

DISCIPLINARY AND GRIEVANCE PROCEDURES

Employees who fail to comply with this policy may be subject to constructive counseling up to and including termination of employment.

Such acts will be dealt with as misconduct under the organisation's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.

INTERPRETATION

Chief Human Resources Officer, in consultation with the Legal, Ethics and Compliance experts, retains the right to interpret, revise and/or amend this policy at any time.