



# **DIVERSITY AND INCLUSION POLICY MFE-MEDIAFOREUROPE N.V.**

Approved by MFE-MEDIAFOREUROPE N.V. B.o.D.  
on 14 February 2024



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## INTRODUCTION

### Article 1

1.1. This document sets out the Company diversity and inclusion policy.

1.2. This policy sets concrete, suitable, and ambitious objectives in order to achieve an appropriate balance in gender diversity and other relevant diversity and inclusion aspects with respect to the composition of the Board and Sub-top.

## DEFINITIONS AND INTERPRETATION

### Article 2

2.1. In this policy the following definitions shall apply:

<b>Board</b>	The Company's board of directors
<b>Company</b>	MFE-MEDIAFOREUROPE N.V.
<b>Company Group</b>	The Company and its Subsidiaries collectively or, where the context so requires, any of them individually
<b>Director</b>	A member of the Board
<b>Employee</b>	An employee of the Company Group
<b>Executive Director</b>	An executive Director
<b>Non-Executive Director</b>	A non-executive Director
<b>Manager</b>	A Director, a (managing) director or supervisory director of the Company and any Subsidiary, or any other manager of the Company Group who is not an Employee
<b>Sub-top</b>	The Company managers belonging to all managerial categories
<b>Subsidiary</b>	A subsidiary of the Company within the meaning of Section 2:24a of the Dutch Civil Code

2.2. Terms that are defined in the singular have a corresponding meaning in the plural.

## DIVERSITY AND INCLUSION ASPECTS

### Article 3

**3.1.** The Company supports, values, fosters, cultivates, and preserves a culture of diversity and inclusion. In this respect, diversity refers to the different characteristics that make individuals unique, such as age, gender (identity), race, ethnicity, skin colour, sexual orientation, physical abilities, religious beliefs, political opinions, national extraction or social origin, socio-economic background, experiences, qualifications, knowledge and abilities, and other forms of discrimination covered by European Union regulation and national law.

**3.2.** The Company diversity and inclusion initiatives, ambitions and objectives apply, without limitation, to its practices and policies on recruitment, selection and retention, compensation and benefits, professional development and training, social and recreational programs. The Company is committed to the ongoing development of a safe working environment throughout the Company Group that is free from harassment and discrimination against any individual on the basis of their unique characteristics. The Company encourages and enforces:

- (i) equal opportunities for Employees, Managers and applicants for employment by the Company Group;
- (ii) respectful communication and cooperation among Employees and Managers;
- (iii) teamwork and participation among Employees and Managers;
- (iv) contributions to communities that the Company Group serves in order to promote a greater understanding and respect for diversity and inclusion; and
- (v) responsibility to treat Employees, Managers, and others with dignity, respect, and understanding.

**3.3.** The Company Group shall offer training and education on diversity and inclusion to all Employees and Managers and the Company expects all Employees and Managers to participate in those sessions regularly.

**3.4.** Employees and Managers who feel that they have been subjected to discrimination or harassment are encouraged to report this to their supervisor or to the Company human resources department or in accordance with the Company whistle-blowers policy.

## OBJECTIVES

### Article 4

**4.1** The Company diversity and inclusion objectives are:

- (i) if there are more than two Executive Directors, to achieve representation among the Executive Directors of at least 33.33% men and 33.33% women by the Board renewal in 2027;
- (ii) to keep, consistently to the current composition of the incumbent Board, at least 50% of the Non-Executive Directors women;
- (iii) to achieve representation within Sub-top of at least 33% of men and at least 33% of women by 2027;
- (iv) to raise awareness among Employees and Managers about the importance of diversity and inclusion, as well as the benefits these aspects bring to the Company Group organisation and its workforce;
- (v) to ensure that all Employees and Managers complete a mandatory diversity and inclusion training within their first year of employment or service with the Company Group;
- (vi) to create an inclusive culture where all Employees and Managers feel valued, respected and empowered to contribute their unique perspectives and ideas;
- (vii) to ensure that the workplace of the Company Group is accessible and that reasonable accommodations are provided to Employees and Managers with disabilities to enable their full participation.

**4.2** To achieve the above listed objectives, the Company will undertake the following.

- (i) The Company will organise regular workshops, trainings, and awareness sessions. The sessions will be part of the general annual training courses as well as regular onboarding for new Employees and Managers. These initiatives will aim to highlight the benefits of diversity.
- (ii) The Company will establish diversity and inclusion teams composed of Employees and Managers from diverse backgrounds. These teams can identify barriers to inclusion, propose solutions, and help to highlight the value of diversity and inclusion.

- (iii) The Company will conduct regular accessibility reviews to identify and address issues in relation to workplace accessibility. The Company will establish clear protocols for requesting and providing reasonable accommodations as well as training for Sub-top and human resources personnel on disability accommodation procedures.
- (iv) The Company will identify high-potential Employees and Managers from underrepresented groups and provide mentorship, training, and leadership development opportunities. With regards to vacant positions, the Company will consider underrepresented groups.
- (v) The Company will regularly conduct a gender pay gap analysis. The Company will create action plans to reduce any gender pay gaps identified by such analyses.
- (vi) The Company will regularly review its human resources policies to ensure equal treatment for all Employees and Managers. This includes examining recruitment practices, performance evaluations and promotions. Based on this, the Company will implement changes and improvements to promote fairness and equal opportunities for all Employees and Managers.

## AMENDMENTS AND DEVIATIONS

### Article 5

**5.1** The Company shall regularly review and update this policy as needed in order to ensure it continues to reflect the Company commitment to diversity and inclusion.

**5.2** Pursuant to a resolution to that effect, the Board may amend or supplement this policy and allow temporary deviations from this policy, subject to ongoing compliance with applicable law and stock exchange requirements.

## GOVERNING LAW AND JURISDICTION

### Article 6

This policy shall be governed by and shall be construed in accordance with the laws of the Netherlands. Any dispute arising in connection with this policy shall be submitted to the exclusive jurisdiction of the competent court in Amsterdam, the Netherlands.