

## Anti-Discrimination, Anti-Harassment and Promotion of Diversity Policy

Dear customers, suppliers and partners,

To drive innovation and foster operational excellence, VusionGroup heavily relies on the talent and engagement of its employees, which are the key to its success. VusionGroup's goal is to provide an open and inspiring work environment in which employees can fulfil their potential. It is thus critical that VusionGroup maintains a strong commitment to high standards ensuring a fair, respectful and safe workplace for all employees.

At VusionGroup, respect for Human and Labor Rights begins with a responsibility to treat everyone with dignity and respect. This includes ensuring a workplace that is free of harassment and discrimination. VusionGroup does not tolerate any behavior that:

- Diminishes the dignity of a human being;
- Interferes with work performance; or
- Creates an intimidating, hostile or otherwise offensive working environment.

VusionGroup also does not tolerate retaliation against anyone who raises a concern including about harassment or discrimination.

VusionGroup's approach to ensuring respect for these Human Rights worldwide is to align its principles with the most stringent national and international laws, norms, and technical standards, including major international conventions. Furthermore, VusionGroup's approach incorporates [the Fundamental Conventions of the International Labor Organization](#). This commitment is underscored by VusionGroup's participation in the [UN Global Compact](#) since 2021.

### **Fundamental Principles and Initiatives**

- *Anti-discrimination and Harassment:*  
VusionGroup will not tolerate any form of discrimination on any basis<sup>1</sup>. It prohibits harassment, violence and retaliation of any kind and has zero tolerance for violations motivated by any form of prejudice.

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<sup>1</sup> Including national or social origin, birth, caste, race, gender, gender identity, gender expression, sexual orientation, age, marital status or pregnancy, ethnicity, actual or assumed membership or non-membership of a specific ethnic group, language, morals, property, political or other opinions, trade union or cooperative activities, union affiliation, religion and religious beliefs, physical

VusionGroup does not discriminate in hiring or employment practices and decisions on grounds including but not limited to gender, sexual orientation or gender identity nationality, race, color, ethnicity, indigenous or social origin or religion, marital status, age, disability, political or other opinion and union membership.

Employment-related decisions must be based solely on relevant, objective, lawful and non-discriminatory criteria. Such decisions include, but are not limited to hiring, promotion, lay-off and relocation of workers, training and skills development, health and safety, any policy related to working conditions such as working hours and remuneration.

VusionGroup is committed to creating a work environment that is free of inappropriate behavior and harassment of any type<sup>2</sup>. Employees are responsible for supporting VusionGroup in its endeavor to protect others from such harassment.

Wherever harassment occurs in the course of an employee's duties as a result of an act or omission by a third party or outsider, VusionGroup will take all necessary and reasonable steps to support the employee. This will include the preventive actions outlined in the [Code of Ethics](#), signed by all employees and on which employees receive training, and in the [Ethical Alert Policy](#).

- *Diversity and Inclusion:*

Diversity and inclusion can be defined differently across cultures. For VusionGroup:

- **'Diversity'** refers to the representation of all individuals with differing origin, gender, gender identity, gender expression, sexual orientation, age, marital status or pregnancy, ethnicity, actual or assumed membership or non-membership of a specific ethnic group, language, morals, nation or race, caste, national or social origin, property, birth, political or other opinions, trade union or cooperative activities, union affiliation, religion and religious beliefs, physical appearance, surname or on the grounds of health or disability, or other distinguishing characteristics); and
- **'Inclusion'** refers to the respect, consideration and appreciation given to all members with diverse backgrounds and distinguishing characteristics.

VusionGroup is deeply committed to enhancing diversity, increasing inclusion, and advancing racial justice and gender equality—values that are essential for cultivating an equal, diverse, and engaged community over the long term.

VusionGroup's diversity enables innovative thinking and original ideas, generating added value for customer solutions. VusionGroup is particularly mindful of the range of backgrounds within its teams and of the expression of the cultures to which each individual belongs. VusionGroup promotes the diversity of its collective cultures and of each individual.

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appearance, surname or on the grounds of health or disability, or other distinguishing characteristics.

<sup>2</sup> Based on gender, sexual orientation or gender identity, nationality, race, ethnicity, indigenous or social origin or religion, marital status, age, disability, political or other opinion, and union membership.

Its employees come from more than 50 nationalities and speak 25 different languages, the most prevalent being English, French, German, Mandarin Chinese, Spanish, and Italian.

VusionGroup is committed to creating an equitable workplace in which diverse life experiences and origins are respected and valued and this is achieved by developing a [Diversity and Inclusion \(D&I\) Program](#) in addition to:

- Protecting women's rights as well as those of minorities and vulnerable groups
- Promoting the diversity of collective cultures and of each individual

VusionGroup actively creates and promotes an environment that is inclusive of every person and their uniqueness. It promotes diversity as a strategic and competitive business advantage. As it continues to grow, embracing diversity in every aspect of its business is vital to its long-term success.

- *Gender equality:*

As a signatory of the [UN Global Compact](#), VusionGroup has a long-standing commitment to diversity, equity and inclusion. It is deeply committed to promoting gender equality and women's empowerment in the workplace.

For this reason, the [Diversity and Inclusion Program](#), launched in September 2021, specifically focuses on gender equality to ensure that women have the resources and equal opportunities to learn and grow at VusionGroup. This program includes an individual axis offering mentoring, leadership training and personal development plans designed to boost women's careers within the company. Additionally, it includes a collective axis, focused on attracting more women, valuing their development, eliminating bias and sexism, and supporting maternity leave and parenthood.

Indeed, to address the glass ceiling, we have enhanced our maternity plan with the following measures:

- Men are all entitled to one month of paternity leave so that they can be involved in the birth of their child.
- For women, adjustments are made throughout their pregnancy, and their return to work is facilitated thanks to three formal interviews with managers or HR from the maternity announcement until the baby is 2 months old. We guarantee equal treatment before, during, and after their pregnancy.
- Parents are allocated four additional days of paid leave per year to deal with unforeseen circumstances and another day off for back-to-school up to Primary school.

VusionGroup is immensely proud of the progress it has made as a diverse and inclusive employer. It is therefore honored to support the [Women Initiative Foundation](#) and the [UN Women's Empowerment Principles](#) to drive positive change.

VusionGroup monitors pay gaps across employees to avoid any kind of discrimination. This is done when employees are hired and every year across the organization (in France this is measured via the "index égalité professionnelle", gender pay gap index).

VusionGroup's efforts are driven by a strong desire to create a welcoming and supportive environment and to overcome any kind of discrimination, injustice and harassment. All VusionGroup employees are required to sign the Code of Ethics and to complete the related interactive online training "*Discovering ethics and real-life situations*" that explains the principles of the Code of Ethics and includes decision-making scenarios. This training allows VusionGroup to better assess their understanding of these principles through the choices they make in various situations. Furthermore, all employees have free access to additional training on LinkedIn Learning and the 360Learning on unconscious bias, diversity and gender equality.

- *Career Development:*

VusionGroup is committed to providing employees with equal opportunities for career development. We hire individuals based on their education, professional experience, and potential to contribute to our success.

At VusionGroup, both employees and contractors are guaranteed equal opportunities and gender equality throughout their tenure. To this end, the main thrust of the [Diversity and Inclusion Program](#) is to increase female representation and diversity in leadership and at all levels of the company by valuing women's development.

The voices of all employees must be heard. To make suggestions or discuss additional steps to support diversity and inclusion at VusionGroup, please contact the D&I community or Human Resources team, who works to ensure that an equitable workplace is a reality for all employees. To report issues of non-compliance with the [Diversity and Inclusion Program](#), please see the "Reporting Mechanism" section below.

## **Progress overview of our efforts regarding Diversity & Inclusion:**

To combat discrimination and harassment, and promote both diversity and inclusion, and ensure equal opportunity for all, VusionGroup has achieved the following:

- Raise awareness via trainings and videos (such as trainings on LinkedIn Learning "Fighting Gender Bias in the WorkPlace") shared regularly in the global channel "Global digital learning"
- Mandate trainings on the Code of Ethics of the Group with real-life situations quizzes, and offer further ones on diversity such as the "gender equality and unconscious bias" module in the 360Learning platform
- Continue to implement the [Diversity and Inclusion \(D&I\) Program](#) (launched in September 2021), that specifically focuses on gender equality to ensure that women have the resources and equal opportunities to learn, evolve and grow at VusionGroup. This includes the development a global D&I community with more than 40 leader contributors tasked with ensuring diversity and inclusion across all company activities and to raise management awareness to ensure women representation on task forces, to distribute speaking roles equally and encourage women to speak up
- Monitor pay gaps across the Group (in France it is measured via the Professional Equality Index)

- Provide official company documents in multiple languages such as the Ethical Alert Procedure
- Equip offices in company facilities for people with mobility challenges
- Developed a confidential reporting system: the [Ethical Alert Policy](#)
- Develop a dedicated Diversity and Inclusion survey and use the results to identify areas that need attention and foster employee engagement. This allowed us to measure the progress made by the Group, for instance the rise of female managers under 35 years old, increasing from 40% in 2021 to 49% by the end of 2023.
- Achieve a score of 4.3/5 on the following question in the eNPS<sup>1</sup> "chances of development are the same for all people (regardless of their gender, ethnic origin, beliefs, sexual orientation, disability or not, etc.)"

## Scope and Applicability of the Anti-Discrimination, Anti-Harassment and Promotion of Diversity Policy

These principles outline VusionGroup's approach to Human and Labor Rights across all aspects of the company regardless of geographic location and level of operations (suppliers, vendors and partners). In fact, VusionGroup engages with all its subsidiaries and in all its business dealings with suppliers, vendors and partners to apply and respect the same internationally recognized Human and Labor Rights standards.

## Reporting Mechanism

Asking a question or reporting a concern requires courage. All VusionGroup employees are expected to speak up. When they do, they protect VusionGroup, its brand and its facilities. This helps improve its operations and prevent potential misconduct.

If you are a VusionGroup's employee and you feel you need to report unethical behavior, or if you have a doubt or question, please feel free to contact:

- Any manager
- A member of the HR or Legal Department
- A member of the employee representative committee

You can also contact the whistleblower service via MyLily, your internal digital platform. There you can choose to anonymously report an unethical situation or behavior through the "Ethics" dashboard or by emailing [ethics@vusion.com](mailto:ethics@vusion.com).

Dear suppliers, vendors and partners,

Developing strong, sustainable and ethical relationships also means that VusionGroup must make itself available to answer queries and questions.

Please reach out to your contact person at VusionGroup or email [ethics@vusion.com](mailto:ethics@vusion.com) should you have any question regarding the application of this policy or want to report the infringement of any of these policies:

- Labor Rights Policy
- Human Rights Policy
- Code of Ethics
- Supplier Code of Conduct

If you are an external or occasional contractor of VusionGroup please email [ethics@vusion.com](mailto:ethics@vusion.com).

For additional information on the reporting mechanism at VusionGroup please read the [Ethical Alert Policy](#).

## Responsibilities

ExCom is responsible for the policy's approval EVP ESG and SEVP Group Human Resources own, endorse and ensure the implementation of the policy

Relevant group VPs, Country Managing Directors, regional and local management are responsible for ensuring that this policy and related standards are implemented and adhered to, and that all employees are made aware of this policy and its requirements. They ensure local compliance with the policy including adequate control measures to eliminate or reduce risks and direct behavior in breach of the policy.

SEVP Group Human Resources drives the implementation of this policy and provides specific advice on labor and Human Rights issues. It also ensures that Labor and Human Rights issues are identified and addressed. Audits, reviews, measurements and reports are done on Labor and Human Rights performance.

Sustainability and Legal teams advise policy owners on policy content and ensure relevant and proper communication of policy efforts to external stakeholders.

Management, employees and contract workers across VusionGroup are responsible and expected to apply this policy in their day-to-day operations. They must engage and take responsibility for ensuring that all initiatives are developed in line with the policy.

All incidents (perceived or actual violations of this policy or adverse Human or Labor Rights impacts, or ethical concerns) will be reported without delay as set out in VusionGroup's [Ethical Alert Policy](#), also stated above.

Authorized by the Chief Executive Officer, VusionGroup