

Diversity and Inclusion Program

The Diversity and Inclusion (D&I) Program was launched in September 2021 with a specific focus on gender equality and parenthood and is reviewed on an annual basis by the Human Resources department and the Executive team.

While female representation within the Group is very high for a technological company within the retail sector, it is still very mixed depending on the role and country. This representation is felt to be insufficient by the Group, particularly in leadership roles in both technical and commercial departments and this is why the Human Resources department is working to improve this metric through this Diversity and Inclusion Program among other actions.

Our Strategy:

The D&I program aims to **attract, develop and retain exceptional talent at VusionGroup** :

- Attract: Source diverse talent by ensuring the recruitment process is free from bias and making the organization appealing to women
- Develop: Ensure women have the resources and opportunities to learn and grow
- Retain: Ensure a diverse and representative workforce by supporting women at every stage of their career within the organization

This resulted in the development of a two-axis strategy:

- An individual axis with mentoring, leadership training and individual development plans designed to boost women's careers within the Group.
- A collective axis with the creation of a global D&I community working on an action plan comprising four pillars:

Attract more women - how?

- By endorsing the Ambassador role to motivate employees to be part of outside clubs/networks and approach women directly
- By enhancing the employer brand with a defined action plan to raise topics such as sustainable development, social responsibilities, ethnicity, etc...
- By fostering our relationship with schools and targeting the right Engineering Schools and programs
- By improving communication more around D&I initiatives across social networks (LinkedIn and Instagram).

Value the development of women- how?

- By using existing communities and events to give the floor to women
- By highlighting inspiring and successful women employees or externs within portraits and events
- By encouraging systematic communication of internal opportunities and raising management awareness regarding women representation on task forces and allocate speaking roles equally by encouraging women to speak up, identify management bias
- By learning from our D&I survey results to identify areas that need further awareness and foster employee engagement

Eliminate bias and sexism - how?

- By creating a "Diversity and Inclusion" e-learning module and tracking the rate of accomplishment to make sure that these values are embraced by all our employees
- Generate ideas via a co-working board to allow brainstorming around D&I weekly topics
- By giving women a voice and tackling sexist situations through educational initiatives and by sharing personal stories with guest speakers, internal email campaigns, interactive exercise to showcase existing biases
- By speaking in webinars of widespread phenomena such as imposter syndrome, or maternity wall

Facilitate maternity leave and parenthood support - how?

- By creating a plan dedicated to support parents before, during, and after pregnancy. At VusionGroup, we recognize that pregnancy, childbirth, and parenthood are significant and transformative experiences for both women and men. We are committed to supporting our employees through these life-changing events with a comprehensive plan that provides robust support before, during, and after pregnancy.

Concrete progress overview as of 2024:

This strategy has resulted in notable and concrete successes for employees ensuring comprehensive progress in diversity and inclusion across VusionGroup. Additionally, significant strides were made in enhancing well-being at work and support for parenthood.

- We are part since several years of the Women Initiative Foundation and more recently of "La Charte de la Diversité"
- We created a community with 42 contributors and a clear internal and external action plan
- We supported a fast-track program for women divided in three parts: mentoring, training and development.
- We implemented a mandatory "Diversity and Inclusion" e-learning program
- We reached a score of 4.3/5 for H1 and 4.4/5 for H2 in 2023 on the bi-annual employee

satisfaction survey eNPS (employee net promoter score) when employees answer the question do you believe that "Development opportunities are the same for everyone in the Group?"

- Important improvements have been reached for parenthood and maternity plan (by supporting parents before, during, and after pregnancy) depicting all the efforts and successes made by VusionGroup in its D&I program
 - o During pregnancy, we adapt working hours and provide home office facilities to accommodate medical appointments and ensure health stability.
 - o After the birth, we offer one month of paternity leave for men to encourage their involvement in the birth of their child.
 - o We facilitate parenthood and support young parents with mental load training, return to work interview after birth and through the development of the new maternity plan.
 - o The return-to-work for women is facilitated, guaranteeing equal treatment before, during, and after pregnancy. Indeed, we conduct three formal interviews with managers or HR from the maternity announcement until the baby is 2 months old, ensuring a smooth transition back to the office.
 - o For women who breastfeed their child, a private room is dedicated to facilitating it
 - o During the child's growth, we offer four days of paid leave per parent, per year until children turn 12 to deal with unforeseen circumstances and another day off for back-to-school up to Primary school.
 - o We also organize a "Kids' Days" every year in our main offices in France, Austria, and Taiwan. These events are particularly enjoyed by children and parents, but also by all employees who are invited to help organize this very special day for all

As a global Group, we naturally implement global measures by offering health insurance for dependents and extending full-pay paternity/maternity leave to each country where we are.

In conclusion, the Diversity and Inclusion Program at VusionGroup has made significant strides since its inception in 2021, particularly evident in the rise of female managers under 35 years old, increasing from 40% in 2021 to 49% by the end of 2023. This progress underscores our commitment to fostering an inclusive workplace where talent thrives regardless of gender or age. Looking ahead to 2025-2026, we remain dedicated to driving positive societal change and advancing our D&I objectives across all facets of our organization.