

## Labor Rights Policy

Dear Customers & 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.

The purpose of this policy is to complete the Human Rights Policy and to outline the Labor Rights to which all VusionGroup employees are entitled, irrespective of where they work. On top of being the right thing to do, this commitment is crucial to VusionGroup's success and long-term employee retention.

### Commitment to International Labor Rights

VusionGroup recognizes its corporate responsibility to respect and uphold internationally recognized Labor Rights, as outlined in [the International Labor Organization's Fundamental Conventions](#). This commitment extends to preventing violations through the ethical treatment of its workforce and those within its value chain, while fully complying with relevant laws and regulations. VusionGroup's approach to respecting Labor Rights encompasses both national and international legal frameworks, principles, norms and technical standards including major international conventions. Its commitment is further emphasized, underscored by its participation in the [UN Global Compact](#).

### Fundamental Principles and Initiatives

VusionGroup is committed to conducting its business in a manner that respects human and Labor Rights. Specifically, the company upholds the following principles:

- *Freedom of Association, the Right to Collective Bargaining and Non-Retaliation in compliance with the ILO Conventions No. 87 and 98*

VusionGroup respects employees' rights to form, join or not join labor unions, or other organizations of their choice. Employees have the right to bargain collectively in support of their mutual interests without fear of punitive actions such as intimidation, harassment, or termination of employment.

Discrimination, harassment, or contract termination in retaliation for exercising employee rights, submitting grievances, participating in union activities, or reporting legal violations is strictly prohibited.

- Forced or Compulsory Labor:

VusionGroup does not tolerate any form of forced labor including bonded labor, or involuntarily labor under threat of penalty (including, but not limited to human trafficking, slavery or servitude, debt bondage, forced prison labor) and indentured labor.

Employees have the freedom to move around freely and leave their place of work at the end of their working hours. Furthermore, employees should be able to withdraw from their employment contracts, in line with national legislation, without facing retaliation or penalties. These rights must also be upheld for all workers employed by our suppliers.

- Child Labor:

VusionGroup strictly prohibits all forms of child labor. Its commitment aligns with the International Labor Standards on Child Labor, which includes Convention 138 on the Minimum Age of Employment and Convention 182 on the Worst Forms of Child Labor. VusionGroup does not hire employees under 18 years of age for positions involving hazardous work that could jeopardize their physical or mental health, safety, or morals.

- Anti-Discrimination and Harassment:

VusionGroup maintains a strict policy against discrimination based on any grounds<sup>1</sup>. The Group prohibits all forms of harassment, violence and retaliation and has zero tolerance for violations motivated by prejudice.

VusionGroup ensures that hiring and employment practices are free from discrimination based on gender, sexual orientation, gender identity, nationality, race, color, ethnicity, social origin, religion, marital status, age, disability, political opinion, or union membership. Employment decisions, including hiring, promotion, layoff, relocation, training, and health and safety policies, are based solely on relevant, objective, lawful, and nondiscriminatory criteria.

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.

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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 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.

- Gender Equality:

As a signatory of the [UN Global Compact](#), VusionGroup has a long-standing commitment to diversity, equity and inclusion. The Group actively promotes gender equality and women's empowerment in the workplace.

In line with this commitment, VusionGroup's [Diversity and Inclusion \(D&I\) Program](#), launched in September 2021, illustrates our ambitions and efforts: to create an equal, diverse community and to ensure that women have equal access to resources and opportunities for career growth.

Aligned with our broader D&I vision for the next five years, our initiative aims to create an environment where all employees feel valued and empowered. Furthermore, it's worth noting that our measures such as the maternity plan have yielded tangible results. The percentage of female managers under the age of 35 has increased from 40% to 49% between the end of 2021 and the end of 2023. Through these efforts, we're committed to driving positive change, enhancing our employer brand, and attracting diverse talent.

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

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 complete an interactive online training ("Code of Ethics") 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 360Learning on unconscious bias, diversity and gender equality.

- Health and Safety:

To drive innovation and operational excellence, VusionGroup relies on the talent and engagement of its employees.

VusionGroup is committed to providing a safe, healthy and productive working environment. This commitment includes detailed security arrangements outlined in the [Health and Safety Policy](#). Ensuring employee well-being is not only an ethical choice but also crucial for VusionGroup's success and long-term employee retention.

- Working Hours, Benefits, and Wages:

VusionGroup must adhere to the stricter applicable laws or industry standards on minimum wages, working hours, overtime and benefits. Employees must not be asked to work more than the maximum number of regular hours and overtime permitted under local laws and regulations. Overtime must be paid in "cash" on a regular basis at the rate specified by law or in collective bargaining agreements. Employees must also receive any benefits to which they are legally entitled.

Wages may not be deducted on disciplinary grounds.

Employees are entitled to two days off in seven. They must also be given reasonable breaks while working and sufficient rest periods between shifts along with annual and national holidays. In the event of major layoffs, the company must, as the very least, satisfy applicable laws and industry standards.

Since 2020, a teleworking agreement has been in place to allow employees to work from home two days a week. These agreements are rolled out in all the countries in which we operate and are widely used, except in certain departments where their work cannot be carried out remotely. Thus, more than 70% of employees are covered by a teleworking agreement. This policy meets a dual objective of performance and improvement of the quality of life of employees, by promoting a better balance between professional and private life, by limiting the constraints related to travel, by contributing to sustainable development by reducing emissions from business travel and employee commuting while ensuring social ties are maintained.

For VusionGroup it is essential that employees' compensation reflects their contributions to the Group's growth and success. The Group's overall compensation policy is highly performance driven, entrepreneurial and based on individual accountability and variable remuneration is conditional on the achievement of specific and measurable objectives. Individual bonuses are implemented based on a scorecard (evaluated twice a year during the appraisal process) dedicated to specific personal targets that are adapted to the job description. In addition to national-level regulatory collective agreements, which govern profit-sharing plans for employees, the Group has granted free shares and stock options to key contributors to the Company's performance on several occasions since it was listed.

Following several performance share plans, performance shares are distributed each year to employees. The scheme, in place since 2020, is based on the VUSION strategic plan. Distributed more and more widely to key people, it concerns a significant portion of our workforce. These plans make motivation the primary driver of the Company's performance and have become key leverage tools for attracting and retaining the most talented employees, and for involving them in our entrepreneurial culture. In 2024 we have taken our commitment to employee shareholding even further by extending our performance share plan to all categories of employees.

- Career Development:

Employees are hired solely on the basis of their education, professional experience and potential to add value. VusionGroup prioritizes ongoing employee skills development for career advancement. VusionGroup is committed to offering employees equal opportunities for career.

VusionGroup intends to promote equal opportunity and gender equality at all career stages. To this end, the main thrust of the [D&I](#) (Diversity and Inclusion) Plan is to increase female representation and diversity in leadership and support women throughout their career.

- Leave:

Besides providing rest periods, VusionGroup must ensure that all employees have the right to:

- sick leave or any other leave entitlements and annual holiday; as well as

- parental leave for employees who have to care for a new-born or newly adopted child as provided for under applicable laws and relevant industry standards.

In addition to complying with the laws and regulations in each country in which it operates, VusionGroup ensures employees in each country receive fully paid maternity leave and 1 month for paternal leave on full pay. VusionGroup also offers a further 3 days off on full pay for parents as well as a day off for back-to school for parents with children up to primary school age.

- Letters / Contracts of Employment:  
All employees must be provided with a written, understandable and legally binding letter or contract of employment agreed and signed by both parties.
- Supplier Accountability:  
As part of its commitment to society, its employees and the environment, VusionGroup requires its suppliers to behave ethically with the same legal standards with their workers while providing quality goods and services at a fair price.

To this end, to ensure transparency, EcoVadis assessments and ratings are used in the supplier selection process. The EcoVadis evaluation includes 21 sustainability criteria across four core themes: Environment, Labor & Human Rights, Ethics and Sustainable Procurement. This is used to assess and drive sustainability improvement across the supply chain on a yearly basis.

The top tier suppliers are subject to annual EcoVadis audits to ensure they meet sustainability and quality standards as well as they comply with the sustainable purchasing policy of the Group: more than 97% of industrial purchases and the Group's main indirect suppliers are audited on a yearly basis through EcoVadis sustainability assessments. Since 2023 these sustainability ratings assessments have been extended to enlarge the scope to include all other relevant suppliers across the value chain.

This enables VusionGroup to evaluate its suppliers' performance on Human and Labor Rights<sup>3</sup> as well as other sustainability criteria.

VusionGroup also accepts ratings from international companies such as ISS ESG, MSCI, and Sustainalytics.

## Scope and Applicability of the Labor Rights Policy

These principles outline VusionGroup's approach to Human and Labor Rights globally across all operations regardless of geographic location and level of operations (suppliers, vendors and partners). In fact, VusionGroup engages with all its subsidiaries and in all business dealings with its

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<sup>3</sup> Specifically regarding freedom of association and the recognition of the right to collective bargaining as well as the elimination of all forms of forced, compulsory labor, the abolition of child labor and the elimination of discrimination in employment-related decisions.

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 Human Resources 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:

- Human Rights Policy
- Anti-Discrimination, Anti-Harassment and Promotion of Diversity 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 the policy and provides specific advice on labor and human rights issues. It also ensures that labor and human rights issues are identified and addressed. As well as 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 activities. 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