



MULTITUDE GROUP DIVERSITY AND INCLUSION STATEMENT

GENERAL APPROACH AND PILLARS

1. Diversity is embedded in our DNA

As an organisation, our approach to diversity and inclusion mirrors our mission to democratise financial services, making them fast, easy, and green. Inclusiveness is at the core of what we do through products that foster access. We believe in embracing diversity and inclusivity both within communities and our organisation. This is reflected in our product offering for unique customer segments enabled by our tribe model and diverse workforce.

2. Diversity is about celebrating our differences

Diversity to us means celebrating our differences, whether these arise from, but not limited to the following: gender, gender identity, race, age, sexual orientation, ethnicity, nationality, country of origin, religion/non-religion, skills, work experience, socio-economic background, family structure or marital status. We pride ourselves in the diversity of our employees and the multi-cultural experiences that they bring to our teams. We recognise the value of diverse teams in attracting and retaining our highly skilled workforce and offer potential candidates a workplace that genuinely embodies this through its composition of multiple nationalities.

3. We foster a culture of inclusivity

The Group fosters a culture of inclusivity and benefits from differing perspectives and experiences. Fostering a culture of inclusivity is central to our ability to support our employees in their development and in reaching their career goals and therefore an integral part of our approach to our employee value proposition. We aim to provide an environment that empowers employees to be authentic, respected and feel heard and valued for their unique contribution towards shaping the future of digital banking and finance.

Inclusiveness is about ensuring that the multiple views arising from our diversity find a comfortable space within Multitude. Inclusiveness is also about enabling equitable access for our employees. This means understanding that each employee is different, faces unique challenges including those relating to health and well-being and experiences and offering a supportive environment for them to thrive irrespective of these differences.

4. Our policies support our diversity and inclusion approach

We work to ensure that that our policy environment supports a diverse and inclusive culture. The Equal Opportunities policy addresses anti-discrimination and supports Multitude's aims to ensure all employees have equal access to opportunities and that the company culture is inclusive and fair. The Group Code of Business Conduct and Ethics supports a safe working environment for each our employees and the Harassment policy outlines how to ensure an atmosphere free of harassment, discrimination, exploitation, or intimidation of existing and

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prospective employees. Our Human Rights statement describes our commitment to upholding human rights including those of employees and customers.

DIVERSITY OF OUR PEOPLE

We are proud of our cultural diversity at Multitude with over 40 nationalities in 19 locations and several of these shared with our customer base. This supports a unique environment to exchange ideas driving inclusive, robust, and meaningful internal engagement that supports long-term value creation for our stakeholders.

Our commitment to fostering diversity is reflected in our hiring policies and is evidenced by teams comprising a wide age range. We value equality and seek to ensure that every person is provided an opportunity to develop their career at Multitude regardless of their stage in life or age.

EQUAL PAY AND EQUAL OPPORTUNITIES

Our culture of embedding diversity and inclusion in our DNA is reflected in our remuneration practices that are aimed at ensuring that equal work receives equal pay, regardless of gender.

We are committed to continuously reviewing our pay practices to ensure continued fairness and consistency with regards to the skills, experience in role, location, and associated remuneration level.

We are aware that for companies to bridge pay gaps, it is imperative to enable equal access to opportunities. We therefore seek to ensure that women have equal opportunities towards career progression and promotion at all levels of the company. This includes working to support women returning from maternity leave by providing a fair playing field that does not prejudice their progression, and opportunities to further advance their careers.

GENDER DIVERSITY TARGETS

We recognise that in certain areas such as gender diversity we have a long journey ahead of us and in line with our expectations and those of our stakeholders, we are setting objectives to support the participation of women in the workforce by increasing the number of women in our own structures.

The Group in addition recognises the industry-wide underrepresentation of women in management roles and in boards and the improvements we ourselves need to make in this area to advance the broader societal goals of gender equity.

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We have therefore set ourselves the following goals:

1. Management

38% of management* is female by 2025. As of 31 December 2021, management comprised 33% female.

*Leadership Team and People Managers.

2. Board

38% of Board are women by 2025. As of 31 December 2021, 14% of the Board comprised women.

GOVERNANCE OF DIVERSITY AND INCLUSION

We are also working to ensure that diversity and inclusion is addressed at all levels of the organisation. The People and Culture Committee of the Board that replaced the Remuneration Committee aims to address progress on Diversity and Inclusion amongst other matters relating to our employees.

PLANNED ACTIONS

The Group intends to accelerate practices to support gender parity and representation towards the fulfilment of these goals through:

1. Increased education and awareness initiatives on diversity across the Group including:
 - a. Groupwide training on topics including unconscious bias
 - b. Targeted management training to support recruitment and leadership of diverse teams
 - c. Mentorship opportunities for women
2. Strategic succession planning to increase opportunities for women
3. Increased group-wide Professional Development Planning

ENGAGING OUR STAKEHOLDERS

Multitude is open to engagement on the important topic of diversity and inclusion with our stakeholders. The Group aims to conduct active dialogue with shareholders, employees, and other key stakeholders as we work to advance our efforts and those of society, including by supporting the UN Sustainable Development Goal of gender equality.

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