

**DIVERSITY AND INCLUSION POLICY**

**OF**

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Younited Financial S.A.

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DIVERSITY AND INCLUSION POLICY

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This Policy (as defined below) was adopted by the Board of Younited Financial S.A. (hereinafter the “**Company**”) with effect as of 20 December 2024 and shall remain in force for the duration of the Company.

## 1. DEFINITIONS

1.1. The words and expressions used in this Policy have the following meaning:

|                                    |   |
|------------------------------------|---|
| “ <b>Articles of Association</b> ” | the articles of association of the Company, as amended from time to time.   |
| “ <b>Board</b> ”                   | the board of directors ( <i>conseil d’administration</i> ) of the Company.  |
| “ <b>Group</b> ”                   | the Company and Younited.   |
| “ <b>Luxembourg Labour Code</b> ”  | the Luxembourg Labour Code ( <i>Code du Travail</i> ), as amended.  |
| “ <b>Policy</b> ”                  | this diversity and inclusion policy.  |
| “ <b>Regulatory Status</b> ”       | the regulatory status of the Company, which is a financial holding company exempted from approval pursuant to Article 21a(4) of Directive 2013/36/EU, as amended, as implemented under Article L. 517-14 of the French Monetary and Financial Code (French law) and Article 34-2(6) of the Luxembourg Banking Act 1993 (Luxembourg law), and subject to the arrangements implemented by Younited to ensure the Group compliance with prudential requirements on a consolidated basis. |
| “ <b>Younited</b> ”                | Younited, S.A., a <i>société anonyme</i> incorporated under the laws of France and having its registered office at 21 rue de Châteaudun, 75009 Paris, France.   |

1.2. Capitalised terms not defined herein shall have the meanings given to them in the Articles of Association.

## 2. STATUS AND CONTENTS OF THIS POLICY

- 2.1 This Policy has been drawn up in an effort of promoting equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.
- 2.2 The Company recognises the benefits that diversity brings within its Board and within the executive and senior leadership teams across the Group, and believes that this diversity is critical to its ability to be open to different ways of thinking and acting.
- 2.3 The Company may vary or amend this Policy at its discretion and may apply it as far as practicable in the circumstances.
- 2.4 The intent of this Policy is for the Company and the Group to endeavour to
  - (a) provide equality, fairness and respect for all who are employed by a Group company, whether temporary, part-time or full-time;

- (b) not unlawfully discriminate under applicable laws and regulations, including but not limited to the following protected characteristics of: age, disability, gender identity or reassignment, marriage and civil partnership, pregnancy and maternity, religion or belief, sex and sexual orientation, political views, trade union membership, nature and duration of employment (employment for definite or indefinite period of time, full-time or part-time), health condition and disability; and
  - (c) oppose and avoid all forms of unlawful discrimination. This includes in pay and benefits, terms and conditions of employment, dealing with grievances and discipline, dismissal, redundancy, leave for parents, requests for flexible working and selection for employment, promotion, training or other developmental opportunities.
- 2.5 This Policy is published on the Company's website.
- 2.6 Where this Policy is inconsistent with Luxembourg law, laws governing the Company's Regulatory Status, the obligations applicable on a consolidated basis as a result of the Company's holding in Younited or the Articles of Association, Luxembourg law, laws governing the Company's Regulatory Status, the obligations applicable on a consolidated basis as a result of the Company's holding in Younited or the Articles of Association shall prevail. Where this Policy is in accordance with the Articles of Association but is inconsistent with Luxembourg law, the laws governing the Company's Regulatory Status or the obligations applicable on a consolidated basis as a result of the Company's holding in Younited, the latter shall prevail. If one or more provisions of this Policy are or become invalid, this shall not affect the validity of the remaining provisions. The Board shall replace the invalid provisions with provisions which are valid and the effect of which is, given the contents and purpose of this Policy, to the greatest extent possible, similar to that of the invalid provisions.
- 2.7 This Policy is fully supported by the Company's executive and senior leadership teams.
- 2.8 This Policy can only be amended by a resolution of the Board to that effect. Any amendment of this Policy shall be laid down in writing.
- 2.9 Save as otherwise provided in the Articles of Association or by Luxembourg law, the Company may in exceptional cases, as the circumstances may require, decide to deviate from this Policy.

### **3. PRINCIPLES**

- 3.1 The Company pledges to abide by the following principles:
- (a) Encouraging equality, diversity and inclusion in the workplace.
  - (b) Creating a working environment free of bullying, harassment, whether physically or morally, victimisation and unlawful discrimination, promoting dignity and respect for all, and where individual differences and the contributions of all staff are recognised and valued.
  - (c) This pledge includes training directors, managers and all other employees about their rights and responsibilities under this Policy. Responsibilities include staff conducting themselves to help the organisation provide equal opportunities in employment, and prevent bullying, harassment, whether physically or morally, victimisation and unlawful discrimination.

- (d) Taking seriously complaints of bullying, harassment, whether physically or morally, victimisation and unlawful discrimination by fellow employees, customers, suppliers, visitors, the public and any others in the course of work activities.
- (e) All staff should understand they, as well as a Group company, can be held liable for acts of bullying, harassment, whether physical or moral victimisation and unlawful discrimination, in the course of their employment, against fellow employees, customers, suppliers and the public.
  - (i) Such acts will be dealt with as misconduct under the Group's grievance and/or disciplinary procedures, and appropriate action will be taken. Particularly serious complaints could amount to gross misconduct and lead to dismissal without notice.
  - (ii) Further, sexual harassment may amount to both an employment rights matter and a criminal matter, such as in sexual assault allegations.
- (f) Making opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents and resources can be fully utilised to maximise the efficiency of the organisation.
- (g) Making decisions concerning staff based on merit (apart from in any necessary and limited exemptions and exceptions allowed under articles 252-1 *et seq.* of the Luxembourg Labour Code or otherwise applicable laws) or applicable laws.
- (h) Reviewing employment practices and procedures when necessary to ensure fairness, and also updating them and the Policy to take account of changes in the law.
- (i) Monitoring the make-up of the workforce regarding information such as age, sex, sexual orientation, religion or belief, and disability in encouraging equality, diversity and inclusion, and in meeting the aims and pledges set out in this Policy.
- (j) Monitoring will also include assessing how this Policy, and any supporting action plan, are working in practice, reviewing them annually, and considering and taking action to address any issues.

#### **4. GRIEVANCE AND DISCIPLINARY POLICIES**

- 4.1 Details of our grievance and disciplinary policies and procedures can be found on the Company's intranet. This includes with whom an employee should raise a grievance – usually their line manager.
- 4.2 Use of our grievance and/or disciplinary procedures does not affect an employee's right to make a claim to an employment tribunal within the applicable statutory limitation periods, following the alleged discrimination.
- 4.3 Breach of this Policy may result in disciplinary action, including termination of employment. Members of the workforce may be required to remove any social media content that we consider to constitute a breach of this Policy. Failure to comply with such a request may in itself result in disciplinary action.

#### **5. QUESTIONS AND FURTHER INFORMATION**

In case of any questions in relation to this Policy, please contact the Company's chief executive officer.

## 6. VERSION HISTORY

| Version | Date             | Description of changes: |
|---------|------------------|-------------------------|
| 1.0     | 19 December 2024 | Adoption                |