

# CORPORATE & SOCIAL RESPONSIBILITY

Inspiring our employees is critical in fulfilling our vision. We want them to feel that working at netMEDIA is more than just a job. We depend on the ideas, energy, and commitment of our people, and we continue to focus our efforts on building an engaged, talented, and motivated workforce that will contribute to our success and continued growth.

*Our People*

**net**MEDIA

## Our People

Collaboration lies at the heart of our people strategy, which focuses on four key areas:

- **A safe and healthy work environment:** Focusing on our people's safety and promoting their physical and mental well-being
- **An open and diverse culture:** Engaging our employees and promoting diversity and inclusion
- **Employee opportunities:** Realizing the potential of our employees through development and training opportunities
- **Rewarding our people:** Rewarding employees through competitive, performance-based compensation and benefits

## A Safe and Healthy Work Environment

We are committed to protecting the health and well-being of all our employees. We do this by using our collaborative technology to offer people the freedom to choose how, when and where they work and by providing a range of health and well-being programs.

The health and safety of our employees is crucial. We follow global regulatory and industry standards in our workspaces, using a risk-based approach that provides guidance on assessing, communicating, and managing any safety hazards. Remote workers fall under our wider occupational health and safety scheme.

We provide health insurance covering medical, disability, and life benefits to eligible employees. Our programs cover common health-related issues such as pregnancy, healthy living, and condition management to encourage healthy, balanced lifestyles.

## An Open and Diverse Culture

Fostering an environment of diversity and inclusion creates a culture that celebrates differences and unique ideas. We recognize that inclusion and diversity of people and perspectives bring value to our business, foster an innovative environment, and help us to develop a workforce that mirrors our customers and communities. We value diversity and seek to provide tailored support for employees.

## Employee opportunities

A highly skilled workforce is imperative to remain economically competitive and sustain our ongoing success. Our flexible learning opportunities enable us to respond to market conditions and support innovation. We recognize our employees' core skills and address their development needs and career aspirations. Our formal and informal learning and development opportunities support employees' ongoing success. This, in turn, helps us to retain top talent.

We offer a variety of standard and customized courses for management, technical, and professional development. Our yearly performance review program enables alignment and prioritization of work, and creates opportunities for development and performance dialogue between managers and employees. Discussions between managers and employees include setting performance and development goals at the start of the year, which sets a baseline for performance reviews thereafter.

To encourage talented employees to build their careers with netMEDIA, we promote opportunities for career progression within the company. Our internal recruitment platform establishes a marketplace of

opportunities for employees and enables managers to respond quickly to changing business needs.

## Rewarding our people

We believe in sharing our success with our employees. Our competitive performance-based pay and benefits reward innovation, collaboration, and profitability.

Our total rewards philosophy is focused on providing compensation, benefits, and long-term savings packages that are competitive in each of the markets where we operate. We align employee and company goals through our bonus program, which makes a direct link between the company's performance, the individual's performance, and employee pay.

Exemplary contributions from high performers are rewarded by cash awards. Outstanding sales performance, collaboration and technology, and long-term service milestones are also recognized with awards.

Additional benefits include tax-efficient retirement savings support with company contributions, tuition assistance, paid time off and paid holidays, culturally relevant family leave as well as a range of health benefits.

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