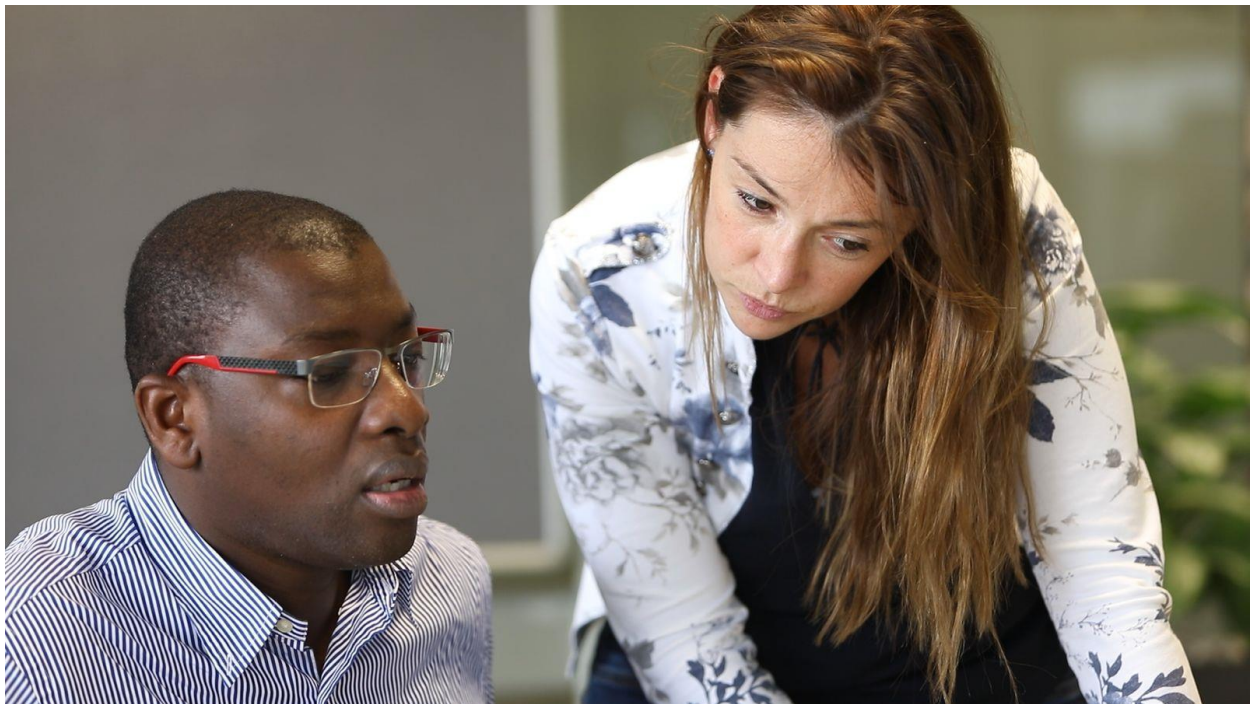


Proximus diversity & equal opportunities policy



1. Scope & Purpose

Working in a company or an organization means also collaborating with people who differ on the level of gender, language, ethnicity, religion, physical abilities, sexual orientation, education, experience, personality. With this policy we want to enable conditions, where these differences are recognized and respected, and where all employees are given equal opportunities. This policy is applicable to all active employees of the Proximus Group.

2. Vision

Our employees reflect the diversity of our company. We believe that this diversity will help us to conquer a more diverse market and ensure the sustainability of our business. We therefore want to create a diverse ethnic identity and culture where everyone feels valued as an individual, and which reflects the diversity of our customers in order to better meet their expectations. Indeed, we are convinced that the diversity of knowledge, skills and expertise owned by our employees stimulates creativity and innovation. This is why we make sure that our employees enjoy the same chances, regardless of their gender, religion, ethnicity or origin. We will always continue to build a more diverse company and a more inclusive culture in order to become a "best in class" model in this area.

3. Basic Principles

- We recognise that all employees bring their own unique capabilities, experiences and characteristics to their work. We recognise the importance of reflecting the diversity of our customers and markets in our workforce.
- We are committed to employ the best-qualified person for each position in the organization, and to treat all applicants and employees equally and based only on relevant competencies and objective criteria
- We all share the responsibility of creating an open and welcoming work environment that encourages contributions from people of all backgrounds and experiences. We promote a mindset of respect and openness throughout all levels of the organisation and treat all employees fairly and equally
- No employee of the Proximus Group will discriminate against an applicant or a colleague because of race, color, religion, gender, sexual orientation, national origin, age or disability. Our behavior is exempt from any form of racism, intolerance, discrimination, harassment or other attitude that could negatively affect the dignity of men and women at the workplace.
- We incorporate diversity in all aspects of the way we do business. Intolerance is simply unacceptable. We will fulfill our responsibilities of providing equal opportunity to all.