

DIVERSITY AND INCLUSION POLICY

NHN Group is a company built on core values, a foundation that distinguishes us and guides our actions. We are committed to conducting our business in a socially responsible and ethical manner. We respect the law, support human rights, protect the environment and benefit the communities where we work. We believe that sustainability is critical to building long-term value for the business, our clients, shareholders, employees and the wider community.

NHN Group is committed to providing a diverse and inclusive workforce and values the capability and experience that a wide variety of employees bring to the organisation. We acknowledge that each individual is unique and has different needs, perspectives and characteristics. We recognise and believe that an inclusive work environment increases our ability to attract and retain the best talent of candidates, enabling us to maintain a high performing team. We also recognise that successfully harnessing diverse thinking and working styles contributes to innovation and long-term sustainable outcomes, including greater employee satisfaction, reducing employee turnover, and improving the health and wellbeing of our workforce.

NHN Group is committed to building a work environment that;

- Promotes personal achievement, continual learning and a feeling of self-worth;
- Recognises, respects and values the diversity of all employees; and
- Builds and maintains a productive, motivated workforce by treating all employees fairly and equitably.

Our goal is to;

- Build awareness and inclusive behaviours;
- Encourage greater awareness of psychological safety, wellness and zero harm;
- Promote equality; and
- Uphold diverse and inclusive practices through the employee life cycle.

We aim to achieve this by;

- Ongoing communication and education to build awareness and inclusive behaviours;
- Broadening our understanding of safety by encouraging greater awareness and health and wellness;
- Promoting equality ensuring everyone has access to the same opportunities;
- Modernising our recruitment and retention processes by maintaining diverse and inclusive practises throughout the employee life cycle; and
- Workplace flexibility, supporting work and life responsibilities through access to flexibility.

This will be measured through the identification of clear objectives and targets to work towards our goals for a diversified and inclusive business.

NHN Group have further developed policies that align with and support our commitments. Policy are reviewed annually and are approved by Top Management. Policies include but not limited to, Code of Conduct, Modern Slavery, EEO, Transgender and Discrimination.

NHN Group expects all employees and others in the workplace to observe and adhere to the standards as set out in this Policy, non-compliance may result in disciplinary action up to and including termination of employment or contract for services.

A handwritten signature in black ink, appearing to read 'B. Dewson', positioned above a horizontal line.

Ben Dewson

Chief Operating Officer

1 June 2021