

Nets Corporate Social Responsibility Policy

1. Purpose

Nets is part of Nexi Group, and Nets works as an international payments company connecting consumers, companies, and financial institutions across Europe. We play an important role in shaping a new digital reality based on stability, security, and responsible innovation. It's our ambition to turn a complex reality into easy, intuitive, and customer-oriented solutions developed in a responsible and sustainable way for the benefit of citizens, businesses, and the society.

The purpose of this policy is to set out the foundation and the underlying principles for corporate responsibility at Nets. The policy describes our commitment to a sustainable business conduct and to ensure we incorporate the respect for fundamental rights and values in our daily business. This policy may be associated with specific policies that define details in specific areas within corporate responsibility.

2. Commitment to international principles

Our goal is to anchor corporate responsibility and sustainable solutions across our business, while delivering on our customer promise and expectations from stakeholders, employees, and many more.

Our policy commitments are based on our three strategic pillars to corporate responsibility: we are committed to drive digitisation of society in a responsible way, be a responsible employer, and run our operations with respect for human rights and the environment.

We are committed to comply with all relevant legislation and other applicable requirements in the countries we operate in.

We are committed to comply with international principles for corporate responsibility including:

- The United Nations Global Compact, which is derived from:
 - The Universal Declaration of Human Rights
 - The International Labour Organization's
 - The United Nations Convention Against Corruption
 - The Rio-Declaration on Environment and Development
- The United Nations Guiding Principles on Business and Human Rights
- The Paris Agreement to limit the global warming to well below 2° and pursuing efforts limit it to 1,5°
- Support to the United Nations Sustainable Development Goals where we will focus on contributing to the relevant goals that combine our business with sustainable solutions

3. Commitment to respect human rights and Labor rights

At Nets, we work to respect and protect human rights across our business and throughout all our locations and our value chain.

To support our commitment to promote and protect human rights as an employer:

- Nets works to ensure that employees are satisfied at the workplace

- Nets ensures that all employees can do their job completely safely and in a healthy work environment
- Nets prevents that the work environment causes disabilities, work-related accidents, and work-related absence
- Nets ensures that the work environment is taken into consideration when physical changes are being made to the workplace through construction or reconstruction
- Nets ensures that the work environment is taken into consideration when purchasing or changing office equipment
- Nets protects workers from any acts of physical, verbal, sexual or psychological harassment, bullying, abuse or threats in the workplace by either their fellow workers, managers, external partners, customers, or the like
- Nets strives to ensure that our employees continuously become more employable and are given professional opportunities in line with their skills and experiences
- Nets provides objectives and targets to ensure continuous improvement and
- Nets adheres to elimination of all forms of forced and compulsory labour as well as child labour and discrimination in respect of employment and occupation
- Nets respects employees' rights to form, join or not join a labour union or other organisation of their choice, and to bargain collectively in support of their mutual interest without fear of punitive actions such as intimidation, harassment, or termination of employment
- Nets provides adequate training and increase awareness for our employees concerning human rights and work environment issues
- Nets provide adequate communication channels including whistle-blower mechanisms for employees to speak up
- Nets grants all employees the right to sick leave and annual holiday as well as parental leave for employees who must care for a new-born or newly adopted child. Employees utilising the right to take leave shall not face negative consequences for their employment or discrimination of any kind.

To support our commitment to promote and protect human rights as a business partner:

- Nets expects that all our suppliers and business partners respect human rights
- Nets expects that suppliers sign the Supplier Code of Conduct for sustainable consumption and associated sustainability self-assessments

4. Commitment to respect the climate and the environment

At Nets, we aim to run our business in an environmentally conscious way. We support a preventative approach to environmental challenges, and we are committed to be an environmentally conscious service provider and business partner.

To support our commitment to respect and protect the climate and the environment as company:

- Nets adheres to the Green House Gas Protocol for assessing and reporting the environmental footprint
- Nets strives to reduce the adverse effect on the environment by driving digitisation in the societies in which we operate
- Nets incorporates environmental considerations in business activities, when appropriate
- Nets prioritises environmental efforts to ensure that resources are used in the most effective way
- Nets seeks to achieve higher standards through continuous improvement

- Nets provides adequate training and increases awareness for our employees.

To support our commitment to respect and protect the climate and the environment as a business partner:

- Nets expect that all our suppliers and business partners respect the environment and has a systematic approach to minimise their negative impact on the environment
- Nets expect that suppliers sign the Supplier Code of Conduct and associated sustainability self-assessments

5. Commitment to promote diversity and inclusion

Nets is committed to creating a highly inclusive culture for all current and future employees. We believe that creating a diverse and inclusive company is the right thing to do, will attract and retain the best international talent, and will deliver improved commercial results.

We aim to be an inclusive environment and an attractive employer that offers opportunities for international talent regardless of age, disability, sex, gender identity, marital status, pregnancy and maternity, race, religion or belief, or sexual orientation¹.

6. Commitment to combat corruption and bribery

Nets has zero tolerance towards bribery and corruption and condemns it in all its forms. It is our objective to counter and avoid bribery and corruption, both actively and passively. If employees are involved in bribery and/or corruption, they will be subjected to disciplinary actions and potentially criminal liability within the applicable laws. No abuse of power, nepotism, or bribery, including improper offers of payments to or from employees or organisations, is tolerated².

7. Scope and application

This policy applies to the management, employees, and contract workers of all Nets' entities. The policy may be associated with specific policies such as but not limited to the Ethical Policy Conduct and Ethics, Diversity & Inclusion policy, and the Anti-Bribery and Corruption Policy. All employees must read and familiarise themselves with the policies and associated training material.

8. Governance

This policy is approved Board of Directors and is presented to the subsidiary companies for direct adaptation unless local regulation requires otherwise. The policy will be reviewed annually. The CEO is responsible for the implementation of the policy and mandates the daily operation of the policy to the relevant departments.

9. Communication and transparency

This policy is publicly available at the website, and the same applies for the targets that will be set to implement the policy. Nets will report on activities and results set out to implement this policy as part of the annual sustainability report.

¹ See the Nets Diversity & Inclusion Policy for further details.

² See the Nets Anti-Bribery and Corruption Policy for further details.