



## Diversity and Inclusion policies - Gender Equality Plan

### 1. Company Identity

everyoneINVESTED BV is a wealth tech company that was established in March 2020. The company is 100% owned by KBC Asset Management, part of the KBC Group. The people working at everyoneINVESTED were almost all part of the former innovation team of KBC Asset Management.

### 2. Diversity and Inclusion policies

KBC Group tightly monitors its diversity and inclusion policies, which everyoneINVESTED also complies with. As an illustration of the ambition to improve continuously, KBC AM announced, on September 1, 2023, its active membership of the WO.MEN in Finance initiative.

- **Diversity** in the workplace describes the variation in personal, physical, and social characteristics, such as gender, ethnicity, age, and education. It covers more of the “what”.
- **Inclusion** refers to integrating everyone in the workplace and valuing everyone’s contribution, allowing their differences to coexist in a mutually beneficial way. It covers more of the “how”. The goal of inclusion is to make everyone feel accepted and ready to share their opinions and thoughts without hesitation.

#### 2.1 General Commitment

A general commitment to diversity and inclusion is requested from all managers based on the following principles:

- Respect as a basis
- equal opportunities are provided to employees at all levels, in all roles, at all stages of their careers, in all HR processes, looking at performance and future potential as criteria
- being aware of and avoid conscious and unconscious biases
- in addition to this respect for diversity, we prohibit all discrimination and unequal treatment, regardless of whether it is:
  - direct or indirect
  - based on race, gender, marital status, sexual orientation, age, family status, disability or religion

#### 2.2 Zero Tolerance

Zero tolerance is applied in the case of flagrant disrespectful behavior towards a colleague, such as:

- Abusing a position in dealings with colleagues,
- Making insulting remarks about others,
- Acting in a way that undermines the integrity or dignity of colleagues,
- Bullying, harassing, or discriminating against colleagues.



### 2.3 We stimulate mixed teams

A team is “mixed” according to external benchmarks if it is not more than 70% homogenous in a specific category. We believe in the power of diverse opinions and points of view. From a practical perspective, this 70/30 rule is not easy to apply on current/static teams. Therefore, it is primarily applicable to temporary teams or project teams. So, when a team is composed for a specific time or project, we don't only look at the skills needed to deliver but also consider the mix. The 70/30 guideline should be, at a minimum, applied to gender and age, but other relevant criteria, such as introvert-extravert, should also be used.

### 2.4 We recognize the impact of unconscious bias

Unconscious bias hampers collaboration and innovation. Being aware of it helps make different decisions related to people. Therefore, providing unconscious bias training to employees is also part of a comprehensive D&I approach.

### 2.5 Our leaders have an essential role to play:

Anyone in a leadership function has a role to play in D&I

- Create an atmosphere for open debate
- Check at team meetings if everyone is involved and dares to share their opinion
- Look at your data and define your following actions
- Discuss min 1x year specifically on diversity at your Management Team
- Disclose any specific actions and initiatives within your part of the organization
- Be aware of the “affinity bias” when recruiting (=the tendency of people to connect with others who share similar interests, experiences, and backgrounds) and consider diversity an element for deciding.

### 2.6 Inclusion in action

To make it more tangible in terms of behavior, periodically, specific cases or situations will be published that are not clear cut and explain the different interests to consider without prescribing a right answer in detail.

### 2.7 Recruitment policy: define ambition levels on gender

Every entity has to define ambition levels for the future on gender diversity, considering the local situation and monitoring progress.

Applying targets can be a way to improve gender diversity, but it should also be considered based on local culture. The final appointment decision should always be based on performance, skills, and future potential.

### 2.8 Monitor your Gender Pay Gap

Every entity must monitor the gender pay gap at least annually. We don't stay at the level of raw pay gap metrics, but additional analysis should be made to look for underlying correlations



### 2.9 Rule on decisions for promotions

Candidates from both genders are requested to be considered in all hiring, promotion, and development decisions. This keeps the focus on the matter, and evolutionary progress can be achieved.

### 2.10 Reporting on Diversity and Inclusion

Every entity must report on the Diversity and Inclusion status at least twice a year. A Diversity & Inclusion Community is accessible to all personnel to create awareness and engagement.

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