



# EVS

## LOCAL SOCIAL CONTRIBUTION POLICY

June 21<sup>st</sup>, 2024 / Nicolas Bourdon, Chief Marketing Officer

**EVS BROADCAST  
EQUIPMENT SA**

**Liège Science Park**  
Rue du Bois Saint Jean 13  
B-4102 Seraing, Belgium

## 1. PURPOSE OF THIS POLICY

The main objectives of this policy are the following:

- to remind our team members that they have the opportunity to donate resources (money and time) to a cause of their choice, and encourage them to do so;
- to ensure EVS' approach to team members' sponsoring activities and charity days is applied throughout the organization, including in non-headquarter offices;
- to formalize EVS' commitment to contributing positively to local communities.

This policy has been reviewed by various team members to ensure it is aligned with EVS' strategy and takes into account the interests of its team members.

## 2. PRINCIPLES

As an international company with a strong local presence, EVS is fully aware of the importance of “giving back” to society, and committed to bringing a positive impact to the local communities that surround its offices.

At a corporate level, we contribute to local communities by donating resources to support ambitious projects with positive social impact, with a particular focus on sports, education, and culture. To that aim, a special workgroup gathers every month to review all sponsoring requests and decide on the allocation of resources.

Because our team members are the heart of our organization, we also want to give them the opportunity to focus on the social and environmental issues they find most compelling. Hence, EVS gives its team members the opportunity to:

- 1) Sponsor an association, that is, spend a dedicated budget each year to support a local project or charity.
- 2) Take one day off per year to help a recognized association of their choice. Those special days off, which can be taken in teams, are called “charity days”. We frequently communicate about the process of requesting a charity day and we actively encourage all our team members to give some of their time to a cause that they find important. Part of our ESG Ambassadors’ mission is to promote the use of charity days in EVS’ main offices, so that these offices’ team members can bring a positive contribution to their local community.



### 3. SCOPE OF THIS POLICY

This policy applies to all EVS' entities, excluding workers contracted to perform services for EVS (consultants and freelancers).



## 4. MONITORING & ACCOUNTABILITY

EVS' Board of Directors is responsible for the company's overall sustainability strategy, including the oversight of ESG impacts, risks, and opportunities, as well as the validation of the ESG targets. The Leadership Team is responsible for the implementation of the sustainability strategy. The Chief Marketing Officer, as the sponsor of the ESG topics covered by this policy, is responsible for ensuring that all employees are aware of, and comply with, this policy. The Chief Marketing Officer is the owner of this policy and is thus responsible for its content and updates, as well as its implementation.

The implementation of this policy is monitored in two main ways:

- The number of sponsoring requests made by team members, and the total amount of money donated to charities and projects at both corporate and team members' level, is measured each year and published in our annual report.
- The proportion of our team members who take their charity day over the financial year is monitored, reported to the Leadership Team and published in our annual report. The ESG Core Team member responsible for this topic frequently updates the Chief Marketing Officer.

Our ambition for 2030 is the following:

- 1) Reach a proportion of 80% of team members using their charity day over a given year.

## 5. AVAILABILITY & UPDATES

This policy is made available to our team members on the page dedicated to local social contribution of our internal SharePoint, and to our other stakeholders on our public website.

Appendix 1 includes the dates at which this policy has been updated, as well as the ways in which it has been updated, since its creation.

## APPENDIX 1

Version	Date of update	Update details
1	2024-05-30	Initial policy
2	2024-06-21	Monitoring section adjusted to consider additional KPIs, ambition added

