



Employee Engagement Committee Charter

PURPOSE

The purpose of the Employee Engagement Committee (the “Committee”) of EVO Payments, Inc. (the “Company”) is to develop and support an environment where employees feel engaged, live the Company values, and are committed to their work.

SCOPE

This charter applies to each employee engagement committee by office location.

EMPLOYEE ENGAGEMENT

Employee Engagement is a measurable level to which an employee:

- Feels passionate about their job;
- Commits to the achievement of the Company’s goals; and
- Gives extra effort to do a great job.

COMMITTEE OBJECTIVES

Each committee shall, with respect to the office location:

- Plan and coordinate employee engagement events and activities.
- Support GM/Site Leader as needed to improve employee engagement.
- Execute corporate engagement and cultural initiatives at the local level.
- Communicate events and activities via the Company’s intranet site, EVOOne.
- Encourage participation in scheduled events and activities.

COMMITTEE MEMBERS

- A. Employees may volunteer to be part of a committee. Human Resources shall appoint the initial Committee members.
- B. To the extent possible, each committee shall consist of at least three (3) members.
- C. To the extent possible, committee members should be diverse in gender, department, and years of service.
- D. Each committee shall include a representative from Human Resources.

MEMBER ROLES AND RESPONSIBILITIES

- Committee Leader (1st Chair) – Manages required approvals from GM/Site Leader; attends global employee engagement meetings; submits a status report of planned events and activities to GM/Site Leader and HR monthly; and submits a status report of events and activities to the Talent Management Department quarterly. Submit expense reports as needed (see Processing Payment for Employee Engagement Expenditures).
- Committee Leader (2nd Chair) – In the absence of the primary Committee Leader, the secondary leader will assume the responsibilities of primary leader. The secondary Committee Leader will assist with the coordination of Committee meetings.
- Committee Secretary- Create posts on the EVOne office page for upcoming events and activities and manages the distribution of information and documents as needed.
- Committee Members – Be committed to the Committee’s purpose; champion EVO’s values; and share responsibility within the Committee.

MEMBER ELIGIBILITY

- Employee must be in good standing with the Company.
- Employee must have the support from his or her immediate supervisor.

EMPLOYEE ENGAGEMENT EXPENDITURES

Please refer to the GM/Site Leader or HR on policies and procedures for reimbursement of how to process payment for employee engagement expenditures.