



Diversity, Equity, Inclusion and Belonging Policy

Overview

EVO believes that our employees are high-performing individuals who reflect the diversity of the communities in which we work and live, while also providing a better understanding of our customers' needs and business goals. We bring together people from all backgrounds to provide the best products and services to solve our customers' most challenging problems and to help them grow their businesses through innovative and secure global processing. EVO's commitment to diversity, equity, inclusion and belonging ("DEIB") includes recruiting and retaining employees from diverse backgrounds and experiences, creating awareness of the benefits of diversity, and fostering a supportive environment where inclusivity is expected and prioritized.

Our commitment to diversity is recognized by our Board, CEO and leadership team and extends to each EVO employee around the world. We collectively promote a culture that empowers our employees and fosters values of respect, inclusion, and belonging across the company.

Purpose

Diversity is one of EVO's core values. EVO is committed to achieving short- and long-term DEIB initiatives that respond to the evolving needs of our workforce and our business.

Our goal is to provide a working environment where all employees are included and valued for their contributions and to reflect the diversity of our customers and the communities in which we work. This document sets out EVO's policy in relation to DEIB.

Commitment

EVO is committed to providing equal opportunity employment; creating, managing, and valuing diversity in our workforce; providing a safe work environment; and fostering a culture of belonging where all employees are included, treated with dignity and respect and placed in positions to contribute to our future success. We are guided by the principles of honesty, integrity, trust, and respect as we work together to meet our company and customer objectives.

We embrace a diverse workforce and recognize and respect qualities including gender identities, age, race, ethnicity, national origin, culture, religious or political beliefs, language, education, socioeconomic background, family or relationship status, sexual orientation, genetics, and/or disability. We also value diversity of perspective including differences in personality, life and work experience, skills, and ways of thinking and working.

EVO's commitment to diversity extends to all areas of our business including recruitment, job assignment, compensation and benefits, talent development, skills enhancement, promotions, employee retention, flexible work arrangements, forms of leave available to employees, policies and procedures, Board appointments, and succession planning.

Definitions

Diversity is the collective mixture of differences and similarities that includes individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences, and behaviors. We honor and value diversity because it strengthens the company and fosters innovation and creativity, which improves performance. A diverse work environment enhances inclusivity and the feeling of belonging of our staff.

Equity reflects our commitment to providing consistent and systematic fair and impartial treatment for all employees. We commit to challenging biases that limit equity within our Company and ensuring that all employees are educated about the resources available to them in support of their goals and success.

Inclusion is the achievement of a work environment in which all individuals are treated fairly and respectfully, have equal access to opportunities and resources, and can contribute fully to the organization's success. Without inclusive practices, a diverse environment cannot be achieved.

Belonging refers to employees' sense that they are welcomed, accepted, valued, and empowered for their diverse backgrounds and experiences. An inclusive work environment helps foster a sense of belonging.

Scope

This policy applies to Board members, officers, employees, agents, contractors, subcontractors, and partners of EVO. It covers all aspects of employment including, but not limited to, recruitment, hiring, job assignment, promotion, employee benefits, conditions of employment, remuneration, transfer, discipline, training, and work environment.

Approach to Diversity, Equity, Inclusion, and Belonging

EVO believes that when our employees reflect the diversity of the communities in which we work, the company gains a better understanding of our customers' needs. EVO is committed to DEIB and belonging by increasing our focus on recruiting and retaining employees from diverse backgrounds, creating additional awareness of diversity issues and benefits, fostering a more supportive environment where inclusivity is expected and prioritized, and embedding accountability for diversity throughout the organization.

Our DEIB practices support our core values:

- **Service**
- **Diversity**
- **Operational Excellence**
- **Ownership**
- **Teamwork**

EVO undertakes various DEIB efforts throughout our operations. Our current efforts are focused in the following areas:

- **Safe work environment:** We have training available to all employees to improve their understanding of behaviors that can be perceived as discriminatory, exclusionary, and/or harassing and provide safe avenues for employees to report such behaviors. We implement best practices and comply with local regulatory requirements. Our people are required to take annual Code of Conduct training to understand acceptable workplace behavior.
- **Employment opportunity:** EVO strives to ensure our practices and processes attract a diverse range of candidates and that candidates are recruited, hired, assigned, developed, and promoted based on merit and their alignment to our values.
- **Learning and development opportunities:** To support our employees in reaching their full potential, EVO offers a wide range of internal and external learning and development opportunities. Education assistance is offered to financially support eligible and qualified employees to expand their knowledge and skill base.

Responsibilities, Compliance and Reporting

EVO's commitment to diversity, equity, inclusion and belonging starts with its leadership and the CEO and executives are all responsible to ensure that EVO is striving to meet its commitment and to ensure our people are also committed to this policy.

EVO's corporate Human Resources department conducts an annual Work force Analysis and reviews the diversity of its workforce and also reviews the training and development provided to the company and its employees to increase the awareness of this policy and the actions we can take to improve our commitment to, and our performance on, issues of DEIB.

If you have a question or wish to discuss a possible violation, you should first discuss it with those in your management chain and Human Resources. If you are not comfortable with that approach for any reason, or if no action is taken, please report such issue via EVO's internet-based reporting system called EthicsPoint©, which allows you to make such report anonymously if you wish to do so except where anonymous reporting is prohibited by local law. EthicsPoint© can be reached directly by going to www.ethicspoint.com, or by calling the toll-free hotline 1- 855-866-2930 from the United States or Canada. Toll free numbers for other international locations are available at www.ethicspoint.com.

Supporting Policies and Programs

- Employee Handbooks
- Corporate Code of Conduct
- Equal Employment Opportunity
- Leave policies