



Diversity, Equity, and Inclusion at Flix

Having a dynamic and diverse workforce is an asset for companies, and consideration of diversity and equity is key to making travel accessible to all. In this context, Flix is deeply committed to promote Diversity, Equity, and Inclusion across all levels of its organizational structure.

Flix employees promote this culture within their individual environments, and collectively in the workplace. Flix upholds principles of equal opportunities and treatment, while opposing all forms of discrimination based on race, age, gender, sexual orientation, ethnicity, and religion, among others, thereby creating a secure environment for all. Flix maintains a zero-tolerance stance towards unwelcome conduct or language and strictly prohibits discrimination, bullying, and harassment. The Company's values with respect to DE&I are embedded in its policies and practices.

Global Diversity, Equity, and Inclusion Policy

Flix established a Global Diversity, Equity, and Inclusion Policy in 2022. The policy outlines the Company's specific commitments, the implementation process, and the consequences for policy violations. All personnel are informed about the policy as they are required to complete a mandatory training program. To complement this policy, Flix also put in place a Global Whistleblowing Policy. Together, they are designed to safeguard the interests of internal stakeholders.

Diversity in the Workforce

As globally distributed and diverse as its customer base, **Flix employees come from as many as 102 different countries**. The gender ratio among employees is very close to a perfect split – as illustrated in the table below:

SHARE OF EMPLOYEES BY GENDER AND ROLE* (in %) (GRI 2-7)

| | 2023 | | 2022 | |
|---------------------------------|--------|------|--------|------|
| | Female | Male | Female | Male |
| Regular employee | 41 | 58 | 40 | 59 |
| Temporary / fixed term | 55 | 45 | 41 | 56 |
| Voluntary internship | 52 | 48 | 50 | 46 |
| Working student fixed term | 54 | 43 | 25 | 75 |
| Mini jobber / Occasional worker | 50 | 50 | 57 | 43 |

* Percentages as of 31st December 2022 / 2023, some rows due to not add to 100 % since not all employees have self-selected gender in the HR system. Coverage of HR figures includes only Flix SE and entities. Breakdown of Not declared gender option is not available for the presented categorization.

With respect to diversity in governance bodies, the highest gap can be observed at the top level, while the ratio was closest at the Individual Contributor level:

DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES* (in %) (GRI 405-1)

| Gender share by management level | 2023 | | 2022 | |
|--------------------------------------|--------|------|--------|------|
| | Female | Male | Female | Male |
| C-level and senior leadership team** | 17 | 81 | 17 | 83 |
| Leadership team | 37 | 62 | 37 | 63 |
| Individual contributor | 44 | 55 | 42 | 57 |

* Rates based on snapshot taken as of December 31st, 2023. Percentages exclude working students, interns, and contingent workers. Rates may not add to 100 % due to rounding and employees in other employee categories and who have not declared their gender. Coverage of HR figures includes only Flix SE and entities.

** Figures do not include Supervisory Board members.



| Diversity by age group | 2023* | | | | | | 2022* | | | | | |
|------------------------------------|-------|---------|---------|---------|---------|------|-------|---------|---------|---------|---------|------|
| | < 25 | 25 - 32 | 33 - 40 | 40 - 47 | 48 - 55 | 55 + | < 25 | 25 - 32 | 33 - 40 | 40 - 47 | 48 - 55 | 55 + |
| C-Level & Senior Leadership Team** | 2 | 2 | 51 | 30 | 11 | 3 | 0 | 3 | 51 | 33 | 10 | 3 |
| Leadership Team | 1 | 14 | 58 | 17 | 5 | 5 | 0.4 | 16 | 60 | 19 | 4 | 1.2 |
| Individual Contributor | 4 | 45 | 34 | 9 | 5 | 3 | 3 | 54 | 32 | 7 | 2 | 1 |

* Rates may not add to 100 % due to rounding.

** Figures do not include Supervisory Board members.

FLIX GROUP EMPLOYEES EXPRESSED IN FTE

| | 2023 |
|---|--------------|
| Flix SE and entities (in Europe and other markets) | 1,791 |
| Flix North America* (incl. Greyhound and Flix Inc.) | 2,356 |
| Türkiye* | 1,476 |
| Total | 5,623 |

* Including office and terminal employees, drivers, and bus attendants.

The 2023 Gender Pay Gap analysis indicated that gender had no statistically significant impact on the total compensation offered to employees. This conclusion was drawn after considering various variables including job profiles, performance ratings, and more.

Employee Resource Groups

Flix believes that Diversity, Equity, and Inclusion should be driven by the people for the people, from members of diverse communities to the Flix organization. For this reason, the Company has supported and promoted the establishment of Employee Resource Groups (ERGs). These voluntary, self-organized groups consist of people with diverse attributes or allies of specific causes, such as LGBTIQ+ rights, parental support, women's empowerment, ethnic or racial advocacy, disability awareness, and more.

In efforts to continuously make Flix a diverse and inclusive workplace, in 2023 Flix established various Employee Resource Groups: Women at Flix, DiversiFlix, and Caregivers at Flix. These groups aimed to empower employees by providing dedicated spaces for collaboration, support, and exchange of ideas. The goal is to harness a group of ERGs that drive meaningful change and ensure that employees from diverse backgrounds feel empowered and able to bring their whole selves to work, regardless of their background or identity.