



Talent attraction at Flix

Flix aims to have an impact on the communities it serves not just by offering sustainable and affordable travel, but also by acting as an employer of choice.

To achieve that, the Company actively works to minimize biases, foster inclusivity in the hiring process, and facilitate a smooth transition from candidate to employee during onboarding. It also strives to match individual talent and skillsets to the proper position.

To effectively communicate with prospective employees, the Talent Attraction team oversees external communications on platforms like Kununu, Glassdoor, and LinkedIn. The team coordinates comprehensive onboarding, including virtual orientations and welcome meetings to foster networking and familiarize new hires with the company culture. Metrics such as hiring and filling times, applicant NPS and more, are used to compare Flix to competitors and improve the process for applicants.

In 2023, the total percentage of employee turnover, including shop employees but excluding interns and working students, was 18 %.

BREAKDOWN OF NEW EMPLOYEE HIRES BY GENDER IN FTE

Employee new hires by gender	2023
Male	393
Female	324
Not declared	13

BREAKDOWN OF NEW EMPLOYEE HIRES RATE BY GENDER (in %)

Employee new hires by gender	2023*	2022**
Male	54	53
Female	44	43
Not declared	2	N/A

* Percentages based on employees who started in 2023; rates may not add to 100 % due to rounding.

** Percentages based on employees who started in 2022; rates may not add to 100 % due to rounding and employees with no gender selected.

BREAKDOWN OF NEW EMPLOYEE HIRES RATE BY AGE AND GENDER (in %)

Gender share by management level	2023*		2022**	
	Female	Male	Female	Male
< 25	39	55	51	49
20 – 32	45	55	44	56
33 – 40	44	56	47	53
40 – 47	36	64	38	62
48 – 55	58	40	29	71
> 55	54	42	14	86

* Percentages based on employees who started in 2023; rates may not add to 100 % due to rounding and employees with no gender selected.

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Employee Benefits

Flix provides several employee benefits, placing a premium on employee well-being. The Company promotes well-being through offerings like bicycle leasing, nutritional guidance, and sport club memberships. Flix collaborates with OpenUp to provide mental health support, including various activities and confidential counseling sessions. Furthermore, the Company offers 12 complementary roundtrips rides on Flix and the opportunity to enroll in a variety of courses.



In 2023 Flix was able to add to the existing benefits, including a 30 % Deutschland Ticket Subsidy for all German-based employees, including interns, mini-jobbers, and working students. The introduction of a 50 €/month subsidy for the Cleverly online tutoring platform supported the Company's parents with children in Germany. Flix is dedicated to fostering a positive and supportive environment for its employees.

Parental leave entitlements depend on national regulations and locations. In 2023, 120 employees took parental leave, among them, one adoption leave. Participation in pension schemes also follows national regulations, with employees in Germany, Poland, Czech Republic, Italy, Sweden, and Denmark eligible to participate in schemes, while Kâmil Koç offers a personalized pension scheme. In the US, Flix's employees have access to 401(k) plans.

Work from (M)Anywhere Policy

Flix offers its employees a flexible working opportunity through the Work from (M)Anywhere program, allowing them to work in a hybrid manner from a country which is not agreed upon in the employment contract for a limited period, fostering well-being. Open to all permanent employees from 2022, the program assesses risk levels based on country-requester-combinations, with a maximum 60-day limit per year. Participation requires completion of the Working from (M)Anywhere course on Flix Uni and the Hybrid Working course, covering IT security, ergonomic remote setups, and healthy remote work.