

Diversity, Equity & Inclusion

At Flix, we are dedicated to establishing and preserving a supportive and inclusive culture throughout the organization.

We recognize that the diverse backgrounds, talents, and perspectives of our employees are central to shaping our culture and success.

POLICIES

Flix's *Diversity, Equity and Inclusion (DEI)* policy reinforces our commitment to ensuring equal treatment for all employees, regardless of background, identity, or any other protected characteristic. We are opposed to all forms of unlawful and unfair discrimination.

REMEDIATING NEGATIVE IMPACTS

Serious breaches of the *People Code of Conduct* or the *DEI policy* can be raised to our People Partners, or through our employee whistleblower platform. Any report on the platform triggers a formal incident investigation -- leading to appropriate mitigation and/or remedial actions if necessary.

ACTIONS AND RESOURCES

Flix integrates DEI elements into key employee touchpoints, including employer branding, standardized recruitment processes, employee events, leadership development courses, and ongoing monitoring of factors such as pay equity and promotion fairness. Additionally, Flix supports the development of ERGs, employee-led communities that foster connection, growth, advocacy, and awareness.

ERGs receive an annual budget to support a variety of initiatives, including hosting expert-led sessions on relevant topics, organizing on-site gatherings to foster team connections, collaborating with Facility Management to enhance workplace inclusivity, and partnering with other departments to advocate for their community's interests, among other activities.

The main target group is employees who identify with or support the community, though some events are open to all employees. The scope is either global (when done online) or linked to specific offices where ERG members are located.

ERG executive sponsors advocate for each community's priorities, while the People team works to connect ERGs with relevant stakeholders.

METRICS

Gender distribution at top management level	Head Count	Percentage
Male	105	77.8%
Female	27	20.0%
Others	-	-
Not reported	3	2.2%
Total Employees at top management level	135	100%

Methodology

Top management refers to the management board and two levels below, including C-level, VPs, Directors, Division Leads, Managing Directors, etc. Currently, Flix does not differentiate between gender as a social construct vs biological sex within internal data systems. Gender distribution is based on data stored in our HR systems as of 31-12-2024.

Age distribution of employees	Head Count	Percentage
Employees under 30 years old	1,198	21.4%
Employees between 30 and 50 years old	2,806	50.2%
Employees over 50 years old	1,586	28.4%
Total Employees	5,590	100%

Methodology

Age distribution is based on data stored in our HR systems as of 31-12-2024.