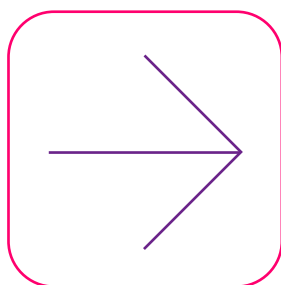


# APPENDIX

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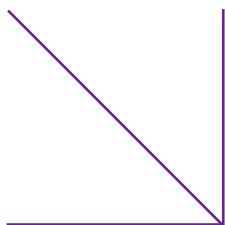
## APPENDIX 1 – SCOPE ENTITIES

<b>Entities external name</b>	<b>Countries</b>
AMARIS HRMS CONSULTING	AUSTRALIA
LITTLEBIG CONNECTION PTY LTD	AUSTRALIA
AMARIS TECHNOLOGIES GMBH	AUSTRIA
AMARIS CONSULTING BEGLIUM SRL	BELGIUM
AMARIS IS&D	BELGIUM
LITTLEBIG BELGIUM SRL	BELGIUM
AMARIS DO BRASIL ASSESSORIA EMPRESARIAL	BRAZIL
ACE&PERRY CANADA INC.	CANADA
AMARIS CONSEIL INC	CANADA
PLATEFORME LBC INC.	CANADA
AMARIS CONSULTING	CHILE
AMARIS TECHNOLOGY CONSULTING CO., LTD - 摩芮思科技咨询（上海）有限公司	CHINA
AMARIS MANAGEMENT CO., LTD - 阿玛瑞思商务咨询（上海）有限公司	CHINA
HUMAN RESOURCES & MANAGEMENT SYSTEMS SHANGHAI	CHINA
AMARIS CONSULTING	COLOMBIA
AMARIS CONSULTING CI SARL	IVORY COAST
AMARIS TECHNOLOGIES SRO	CZECH REPUBLIC
AMARIS CONSULTING APS	DENMARK
PARIS LABS SASU	FRANCE
ACE & PERRY SARL	FRANCE
AMARIS FRANCE	FRANCE
AMARIS FRANCE SAS	FRANCE
DEGUST&CO	FRANCE
INNER ACTION FRANCE SARL	FRANCE
JEF LABEL SAS	FRANCE
PIXIKULT	FRANCE
LITTLE BIG CONNECTION SAS	FRANCE
NOVELAB SAS	FRANCE
PORTALIA SARL	FRANCE

PIXEL ALLIANCE SASU	FRANCE
RESP3CT SAS	FRANCE
SST COMMUNICATION SARL	FRANCE
EVENTS EXPERIENCES SARL	FRANCE
AMARIS CONSULTING GMBH	GERMANY
AMARIS DEUTSCHLAND GMBH	GERMANY
AMARIS M. I.K.E.	GREECE
AMARIS CONSULTING LIMITED	HONG KONG
AMARIS MANAGEMENT LIMITED	HONG KONG
AMARIS CONSULTING INDIA PRIVATE LIMITED	INDIA
HRMS CONSULTING INDIA PRIVATE LIMITED	INDIA
AMARIS LIMITED	IRELAND
AMARIS IS S.R.L	ITALY
AMARIS TECHNOLOGIES SRL	ITALY
AMARIS JAPAN GODO KEISHA	JAPAN
AMARIS LUXEMBOURG SARL	LUXEMBOURG
AMARIS HRMS CONSULTING SDN. BHD.	MALAYSIA
AMARIS CONSULTING	MAURITIUS
AMARIS CONSULTING SA DE CV	MEXICO
HRMS CONSULTING SAM	MONACO
AMARIS TECHNOLOGY	MOROCCO
AMARIS NETHERLANDS B.V.	NETHERLANDS
AMARIS CONSULTING INC.	PHILIPPINES
AMARIS TECHNOLOGIES POLAND SPÓŁKA Z OGRANICZONĄ ODPOWIEDZIALNOŚCIĄ	POLAND
AMARISLUSA, LDA	PORTUGAL
AMARIS TECHNOLOGIES & CONSULTING	ROMANIA
AMARIS CONSULTING SENEGAL	SENEGAL
ACE & PERRY PTE. LTD	SINGAPORE
AMARIS CONSULTING PTE. LTD.	SINGAPORE
HUMAN RESOURCES & MANAGEMENT SYSTEMS CONSULTING ASIA PACIFIC PTE LTD	SINGAPORE

LITTLE BIG CONNECTION ASIA PTE. LTD	SINGAPORE
AMARIS MANAGEMENT (PTY) LTD.	SOUTH AFRICA
ACE & PERRY SL	SPAIN
AMARIS ESPANA ESTRATEGIA E INNOVACION TECNOLOGICA SL	SPAIN
LITTLE BIG CONNECTION, SOCIEDAD LIMITADA	SPAIN
AMARIS A.B.	SWEDEN
ACE & PERRY SARL	SWITZERLAND
AMARIS CONSULTING SARL	SWITZERLAND
AMARIS MANAGEMENT SARL	SWITZERLAND
AMARIS TECHNOLOGIES GMBH	SWITZERLAND
COMUNITY	SWITZERLAND
INNER ACTION SARL	SWITZERLAND
MANTU GROUP SA	SWITZERLAND
SST EVENTS EXPERIENCES SA	SWITZERLAND
AMARIS CONSULTING PTE. LTD. - BANGKOK BRANCH	THAILAND
AMARIS CONSULTING TUNISIA	TUNISIA
AMARIS TEKNOLOJI ISTANBUL DANISMANLIK LIMITED SIRKETI	TURKEY
AMARIS FZE	UNITED ARAB EMIRATES
AMARIS CONSULTING UK LTD	UNITED KINGDOM
STORR PARTNERS LTD	UNITED KINGDOM
AMARIS CORPORATION	UNITED STATES
HRMS CONSULTING USA, INC.	UNITED STATES
AMARIS VIETNAM COMPANY LIMITED	VIETNAM
CONG TY TNHH HUMAN RESOURCES & MANAGEMENT SYSTEMS CONSULTING VIET NAM	VIETNAM
ONBOARD SARL	LUXEMBOURG
AMARIS TECHNOLOGY CONSULTING	TUNISIA

## APPENDIX 2 – FINANCIAL DATA



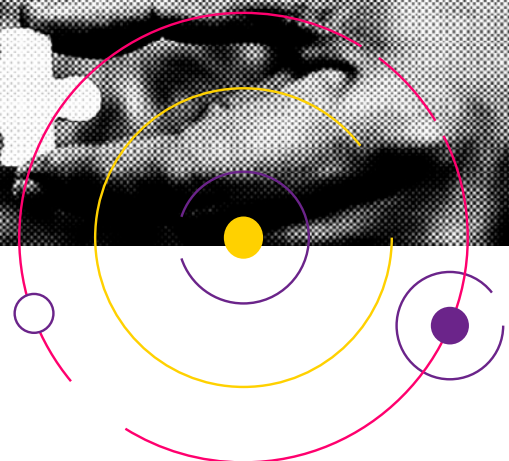
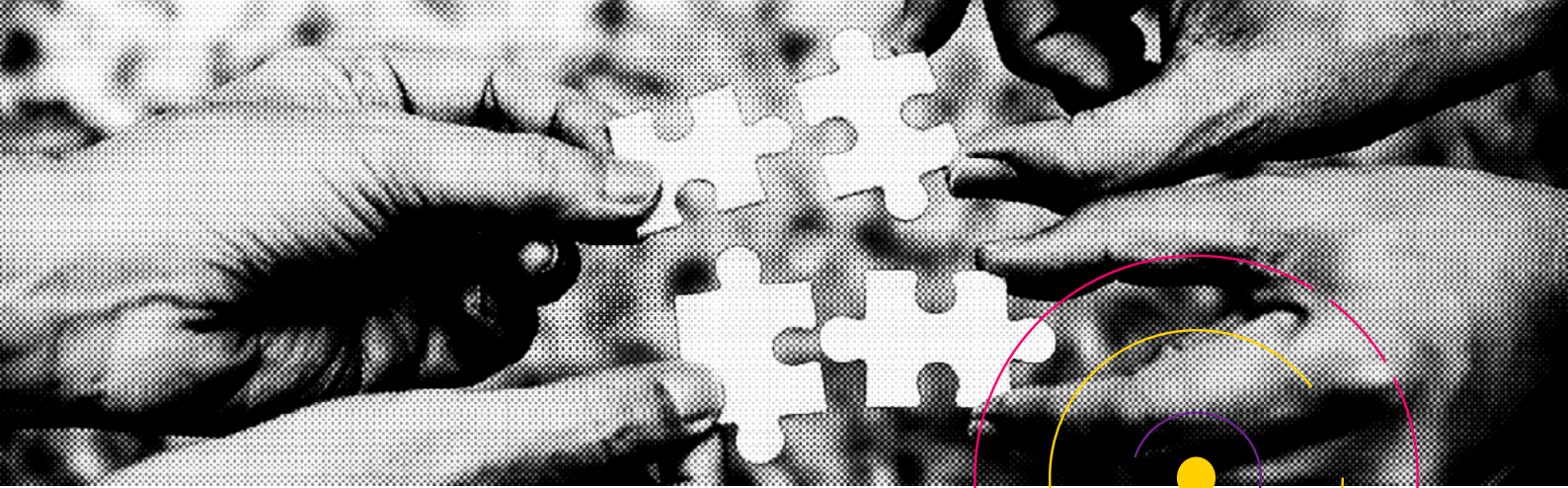
### FINANCIAL GENERAL INFO - 2020

Data denomination	Value
Number of countries where the organization operates	60*
Total number of operations	78
Net debt of cash	-17,221,000 €
Total net equity	20,022,000 €
Net sales	377,238,000 €
<b>Expected sales 2021</b>	<b>455,000,000 €</b>
<b>Direct economic value generated and distributed (EVG&amp;D) on an accruals basis including:</b>	<b>377,238,000 €</b>
Economic value distributed: operating costs, employee wages and benefits, payments to providers of capital, payments to government by country, and community investments	349,005,000 €
Operational EBITDA	28,233,000 €
<b>Total monetary value of financial assistance received by the organization from any government during the reporting period, including:</b>	<b>8,411,364 €</b>
Subsidies	41,000 €
Investment grants, research and development grants, and other relevant types of grants	1,943,000 €
Other financial benefits received or receivable from any government for any operation (Mainly linked to Covid-19)	6,427,364 €

Total monetary value of financial assistance received by the organization from the following government during the reporting period:	<b>8,411,364 €</b>
AUSTRIA	65,177 €
BELGIUM	210,000 €
CANADA	512,289 €
CHINA	579,714 €
FRANCE	3,630,480 €
GERMANY	33,156 €
HONG KONG	47,240 €
ITALY	256,303 €
LUXEMBOURG	20,277 €
MONACO	56,594 €
ROMANIA	20,346 €
SINGAPORE	252,661 €
SPAIN	423,000 €
SWEDEN	22,429 €
SWITZERLAND	2,100,698 €
UNITED KINGDOM	18,000 €

*\* Mantu is legally present in 50 countries, meaning that its consolidated entities are registered in 50 countries. However, we are active in 60 countries, as it corresponds to the number of countries in which Mantu has offices or operates business with its clients – shown in purple on the map below.*





## APPENDIX 4 – STAKEHOLDERS CONCERNS

### ● CLIENTS/OH&SMS

- A simple solution that manages compliance more easily
- Product/service implementation in line with OHSMS and regulatory requirements
- Receive responsive support

### ● SUPPLIERS/SERVICE PROVIDERS

- Good relationship
- On-going and secure workplace
- To be paid on time
- Clear understanding of requirements
- Constructive feedback
- Want to provide services and products to a reliable, reputable, and financially viable business

### ● EMPLOYEES PROVIDERS

- Job security
- Salary for work performed
- Flexible work hours
- Clear understanding of their role and responsibilities
- Able to raise issues of concern and provide constructive feedback
- Good, friendly, and safe work environment
- To feel valued and appreciated
- Opportunities for personal development

### ● TOP MANAGEMENT/OWNERS/SHAREHOLDERS

- Have a growing business that provides profits
- Be well governed and well managed
- Want staff to enjoy their work, be challenged, perform their job competently and meet the company, regulatory and OHSMS requirements

### ● GOVERNMENT & REGULATORY BODIES

- Follow the rules and regulations established by the government and public authorities and meeting the legal requirements
- To submit all tax obligations accurately and on time
- To maintain high standards of corporate governance

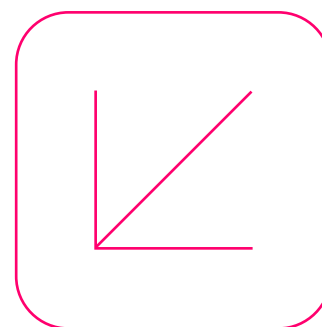
### ● VISITORS

- Good, friendly, and safe work environment

### ● COMMUNITY I.E., SOCIETY AT LARGE

- Good corporate citizen
- Diversity of employees

## APPENDIX 5 – EMPLOYMENT



<b>Data denomination</b>	<b>Value</b>
Total number of employees broken down by region, gender, age, and employee category	<b>4723 FTE</b>
Under 30 years old	1815 FTE
30-50 years old	2389 FTE
Over 50 years old	209 FTE
Europe	3150 FTE
Asia	754 FTE
Africa	339 FTE
America	374 FTE
Male	3270 FTE
Female	1452 FTE
Support functions	628 FTE
Sales, General and Administration	4083 FTE
Total number of employees under permanent contract by region and by gender	<b>3925 FTE</b>
Europe	2720 FTE
Asia	569 FTE
Africa	285 FTE
America	253 FTE
Male	2596 FTE
Female	1237 FTE



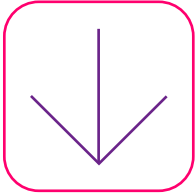
Total number of employees under temporary contract by region and by gender	<b>798 FTE</b>
Europe	423 FTE
Asia	182 FTE
Africa	54 FTE
America	121 FTE
Male	640 FTE
Female	157 FTE
Total number of employees working full-time	<b>3837 FTE</b>
Female	1240 FTE
Male	2597 FTE
Total number of new employee hires during the reporting period	<b>1854 FTE</b>
Under 30 years old	904 FTE
30-50 years old	744 FTE
Over 50 years old	74 FTE
Europe	1103 FTE
Asia	405 FTE
Africa	117 FTE
America	236 FTE
Male	1297 FTE
Female	557 FTE

All the above data has been extracted as of September 2021 and does not cover our freelancer community, part of Mantu's ecosystem.

Explanation of why the breakdowns per figure by gender, age, and location do not add up to the total:

- To calculate the total number of different disclosures during the reporting period, we only need the employee's entry date. All employees who are hired automatically have their entry date in their profile, so we can count them all
- To calculate the gender and location breakdowns, the information is filled in by the employees themselves and is not automatically added to their profiles. Therefore, neither gender nor location (billing to location to be exact) are filled for 100% of our employees in our database.

## APPENDIX 6 – D&I POLICY



Mantu is dedicated to promoting **Diversity and Inclusion (D&I)** in the workplace in order to advocate equal opportunities. Various aspects of D&I are implemented in the lifecycle of all employees, from recruitment, training, engagement, the promotion process and retention within the organization. D&I initiatives are endorsed by top management, as an organizational commitment to expand efforts in creating an inclusive work environment to leverage a culture of open-mindedness, innovation, and anti-discrimination. This dedication extends to all Mantu employees by raising awareness and training on the issue.



**These are the two foundational definitions that we are committed to respect:**



### *DIVERSITY*

Recognizing the variety of similarities and differences between individuals in terms of gender, ethnicity, native or indigenous origin, age, sexual orientation, culture, disability, mental health, nationality, etc.



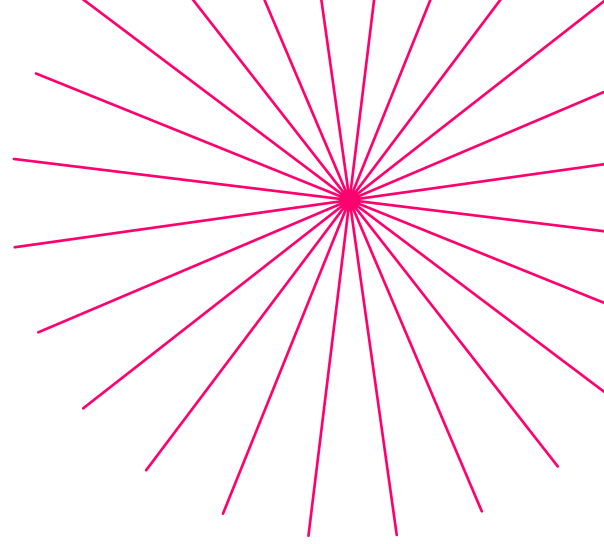
### *INCLUSION*

Developing a workplace where everyone on the diversity spectrum can contribute to Mantu's success in their own way.

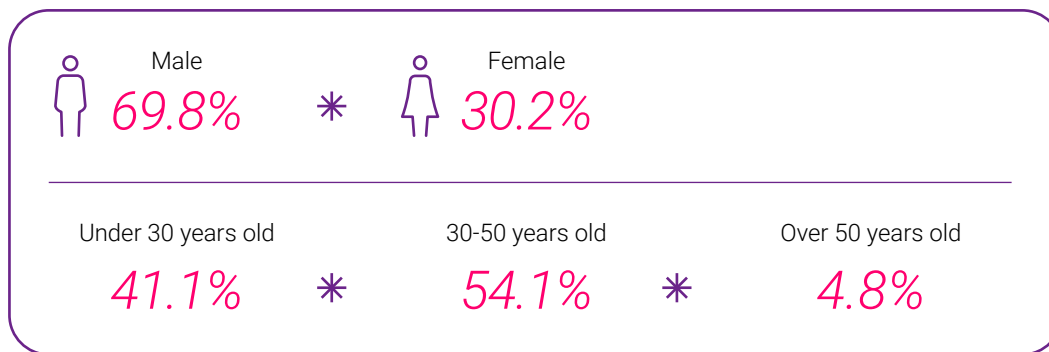
D&I efforts will be communicated transparently through the established D&I targets for the Mantu leadership position. Progress of D&I status will be monitored through annual analysis of demographic data. This continuous monitoring will ensure that we have the knowledge to perpetually improve our processes and working method, so that they can reflect the inclusive and diverse approach that Mantu wants to undertake in its growth strategy in the coming years.

Furthermore, this D&I Policy is strongly linked to **Mantu's Code of Ethics**, where every employee will be treated in a respectful and dignified manner and free from abuse, harassment, bullying and violence from any source.

# APPENDIX 7– DIVERSITY OF GOVERNANCE BODIES AND EMPLOYEES



Percentage of individuals within the organization's governance bodies in each of the following diversity categories:



Percentage of employees by employee category in each of the following diversity categories:

	Male	Female	Under 30 years old	30-50 years old	Over 50 years old
<b>Support function</b>	1.9%	1.2%	2.8%	1.1%	0.5%
<b>Sales, general, administration</b>	98.1%	98.8%	97.2%	98.9%	99.5%