

Gender Equality & Diversity Policy

1. Introduction

Benelux Soft B.V. (the Company) is committed to fostering an inclusive workplace that supports and respects the dignity of all employees. We recognize that gender equality and diversity contribute significantly to innovation, performance, and sustainable growth.

2. Current Workforce Profile

The Company has consistently made, and will continue to make, no distinction in employment, remuneration, promotion, or treatment on the basis of gender.

3. Equality of Opportunities

The Company affirms that recruitment, selection, training, promotion, compensation and termination decisions are based solely on objective criteria such as competence, experience, performance and potential—without gender-based discrimination.

4. Non-Discrimination and Inclusion

The Company prohibits discrimination or harassment on the basis of gender, gender identity, gender expression, sexual orientation, ethnicity, religion, age, disability, or any other personal characteristic.

5. Monitoring & Reporting

The Company will maintain appropriate records to monitor gender representation, progression and retention. The leadership team will review this policy annually and report outcomes.

6. Communication & Implementation

This policy is publicly available on the Company's website and internal documentation. All employees receive information on this policy upon employment and when updated.

7. Review and Continuous Improvement

This policy will be reviewed at least annually to ensure continued relevance and effectiveness.

A handwritten signature in blue ink, appearing to read 'Aden Joseph OZSOY'.

Authorized Signatory:

Name: Aden Joseph OZSOY

Title: Co-Founder