

Equality and Diversity Policy

Introduction and Purpose

Plus500 Ltd and its subsidiaries (“**Plus500**”) is dedicated to encouraging a supportive and inclusive culture amongst the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace.

Our aim is to ensure that all employees and job applicants are given equal opportunity and that our organization is representative of all sections of society. Each employee will be respected, valued and able to give their best as a result.

In addition, we aim at increasing and leveraging diversity in all respects, to help build a sustainable business by employing a diverse workforce that reflects the diverse communities within which we operate.

Policy Statement

This policy reinforces our commitment to providing equality and fairness to all in our employment and not provide less favourable facilities or treatment on the grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, ethnic origin, colour, nationality, national origin, religion or belief, or sex and sexual orientation. We are opposed to all forms of unlawful and unfair discrimination.

All employees, no matter whether they are part-time, full-time, or temporary, will be treated fairly and with respect. All employees are responsible for treating their colleagues the same. When selects candidates for employment, promotion, training, or any other benefit, it will be on the basis of their aptitude and ability.

All employees will be given help and encouragement to develop their full potential and utilise their unique talents. Therefore, the skills and resources of our organisation will be fully utilised and we will maximise the efficiency of our whole workforce.

Breaches or alleged breaches of this policy will not be tolerated and will be fully investigated and dealt with under the disciplinary procedures in accordance with local laws and policies as appropriate.

Implementation

We are committed to achieve our goals by:

- Creating an environment in which individual differences and the contributions of all team members are recognised and valued.
- Creating a working environment that promotes dignity and respect for every employee.
- To not tolerate any form of intimidation, bullying, or harassment, and to discipline those that breach this policy.
- Making training, development, and progression opportunities available to all staff.
- To promote equality in the workplace. As we have an important role as a responsible employer in creating a culture that supports our employees in the various stages of their working lives.

- To encourage employees to treat everyone with dignity and respect.
- To encourage anyone who feels they have been subject to discrimination to raise their concerns so we can apply corrective measures.
- Regularly reviewing all our employment practices and procedures so that fairness is maintained at all times.

Plus500 will inform all employees that an equality and diversity policy is in operation and that they are obligated to comply with its requirements and promote fairness in the workplace and will be made available on the Group's website.

Board Diversity

Broad experience and diversity are an essential element in maintaining an effective Board. A combination of demographics, skills, experience, race, age, gender, educational and professional background and other relevant personal attributes on the Board is important in providing a range of perspectives, insights and challenge needed to support good decision making. Therefore, the Board confirms a strong commitment to diversity (including, but not limited to, gender diversity) at all levels of Plus500. The Board's policy on diversity commits to:

- Ensuring the selection and appointment process for employees and directors includes a diverse range of candidates;
- Disclosing statistics on gender diversity in every Annual Report; and
- Reviewing this policy from time to time and continuing to disclose this policy in the Annual Report.

The Nomination Committee reviews and assesses Board composition on behalf of the Board and recommends the appointment of new directors. In reviewing Board composition, the Nomination Committee considers the benefits of all aspects of diversity including, but not limited to, those described above, in order to maintain an appropriate range and balance of skills, experience and background on the Board. In identifying suitable candidates for appointment to the Board, the Nomination Committee will consider candidates against objective criteria with due regard for the benefits of diversity on the Board.

Based on the current size and composition of the Board and taking into account current succession plans, the Board has determined that there should be a minimum of 1 female directors, which is currently the case. The Board remains committed to ensuring that the directors bring a wide range of skills, knowledge, experience, backgrounds and perspectives.

Monitoring

This policy and its implementation will be reviewed on a regular basis to ensure that equality and diversity is continually promoted in the workplace. Plus500 is committed to providing the necessary support in order to ensure that our businesses can fulfil the requirements outlined in this policy.