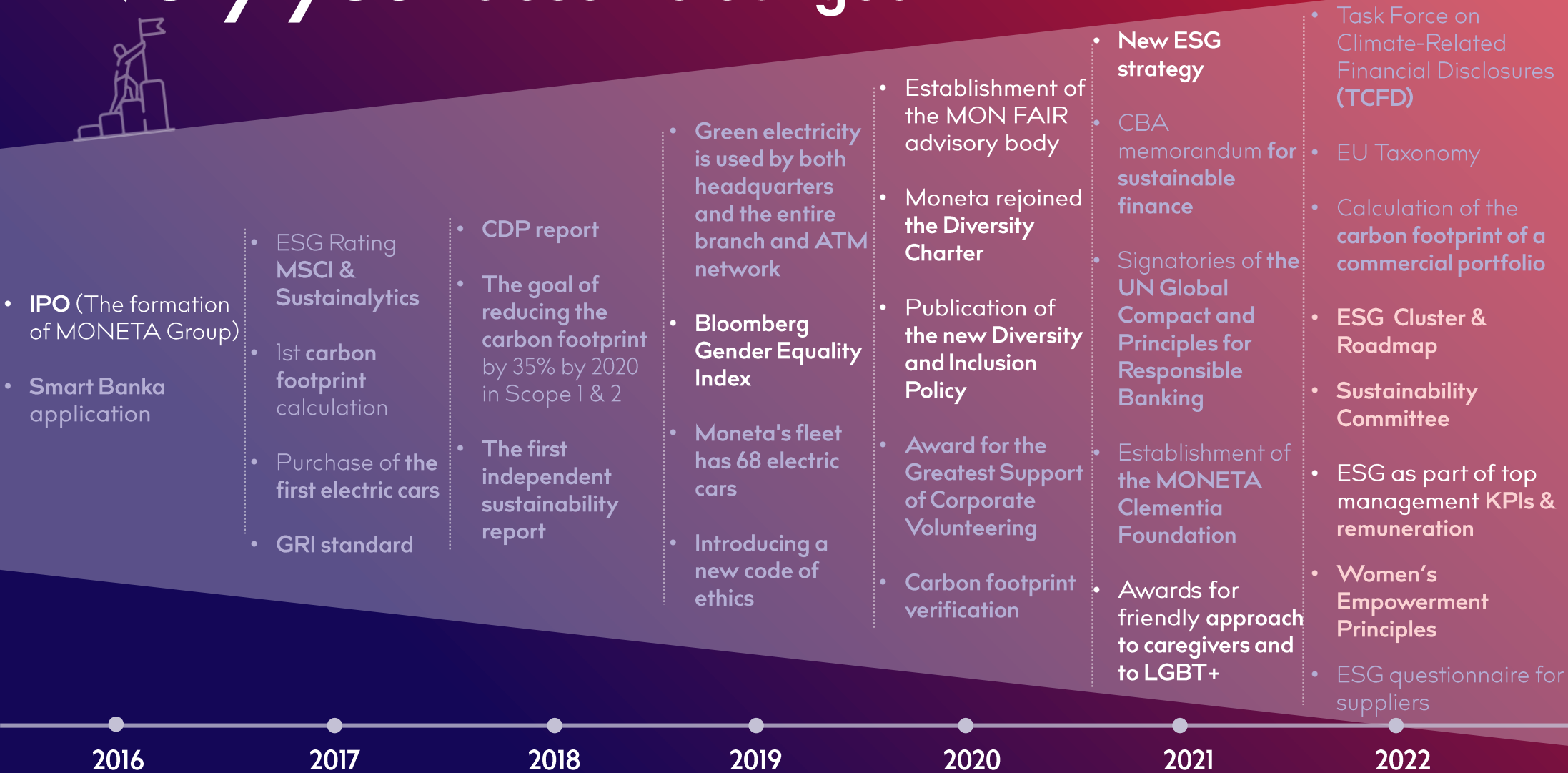


DIVERSITY & INCLUSION



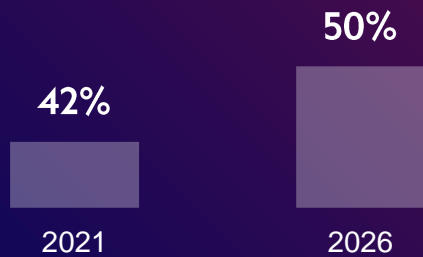
Every year closer to our goal



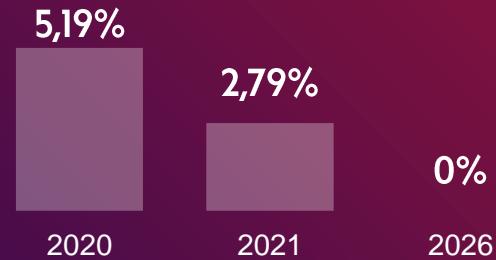
11
sustainable goals

Goals from our ESG strategy

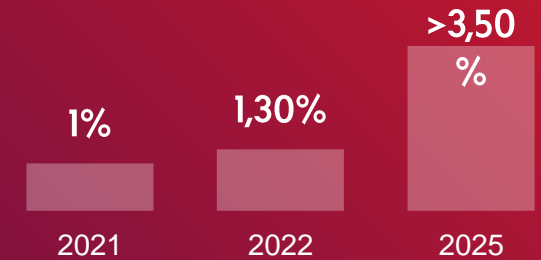
Share of women in MONETA's Management¹



Mean Gender Pay Gap²



Share of disabled employees



MON FAIR pillars to fulfill our goals



Support for Parents
from MONETA



MON Step:
Employment of
disabled



Gender diversity:
Increase of women in
leadership positions



MON Pride
LGBTQ+ diversity
actions



MON Care
Support for Caregivers
Age Management/
Intergenerational dialogue

¹ Women who manage other employees, including team leaders, etc. were included in the calculation.

² Mean Gender Pay Gap = the difference between the total average pay of men and women on comparable positions

DE&I

About MON FAIR?

An employee platform for diversity and inclusion, which was established in May 2020.

MON FAIR is an advisory body to the Board of Directors of MONETA Money Bank, and therefore also contributes with its proposals to the formation of the company's overall strategy.



Our MISSION

Our mission is to promote diversity, fair treatment and employee inclusion.

Our goal is a constructive dialogue of employees with top management and the supervisory board.

MON FAIR is committed to changes that lead to the elimination and prevention of inequalities, while constantly respecting the differences of our employees and clients.

