

# STAKEHOLDER ENGAGEMENT POLICY BASIC-FIT N.V.

Adopted on 13 March 2023

**BASIC-FIT**

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## 1. INTRODUCTION






Basic-Fit believes that everyone deserves to be fit and feel great. We are on a mission to make fitness accessible to everyone and get people to love their fitness habits. We aim for a fitter world by having a positive influence on people, planet and communities. Our values - BE, ACCESSIBLE, SMART, INCLUSIVE, COMMITTED form our name "Basic" and are the core ID of our company.

We engage with our stakeholders to understand their interests and views and make them part of our sustainable growth strategy.

## 2. PURPOSE

Basic-Fit is a fast-growing company that has an impact on the local environment where it operates as well as on the health and well-being of millions of people across Europe. Basic -Fit is committed to create opportunities to engage with its different stakeholders and consider their interests in pursuing its sustainable growth strategy.

This policy aims to define a general framework for the dialogue between Basic-Fit and its stakeholders in line with principle 1.1.5 of the Dutch Corporate Governance Code, in order to:







-  Foster the engagement of stakeholders with the company's mission and sustainable long-term value creation;
-  Pursue the creation of a strong and long-lasting stakeholder network;
-  Take into consideration the interests and views of a wide range of stakeholders;
-  Encourage acknowledgement by all stakeholders of Basic-Fit's commitment to embed sustainability in its long term strategy, in alignment with the Sustainable Development Goals, especially in relation to good health and well-being, decent work and economic growth, quality education, gender equality, and responsible consumption and production; and
-  Contribute to Basic-Fit's corporate reputation in its markets and beyond.

### 3. ENGAGEMENT WITH OUT STAKEHOLDERS

Basic-Fit's stakeholder network is mainly structured around six categories as listed below. These groups have influence on the company's activities and are affected by them.


Basic-Fit believes that engaging with these stakeholders and considering their opinions is key to build a responsible, sustainable and future-proof business model. Basic-Fit keeps up an effective dialogue with each of these groups through regular engagements including materiality assessments, stakeholder reputation audits or consumer's opinion scans. The outcomes of these dialogues are considered when shaping our strategy and adjusting plans accordingly.








The Management Board will review the stakeholder mapping periodically and assess how dialogue will be conducted with different stakeholders.

Stakeholders	Relationships	Interactions
<b>Employees</b> 	We employ more than 6,000 employees in five countries with different nationalities, personal backgrounds, genders, sexual orientations or religions. Our number one priority is to offer a safe and healthy working environment to our employees. We also provide them with the support they need to optimise their journey with us.	Employee surveys, intranet, calls, emails, regular meetings, team building, Orange Family onboarding.
<b>Members</b> 	More than 2.2 million members exercise either in our gyms or at home and/or outside through our Basic-Fit app. We aim to keep our members engaged and help them to stay active and pursue a fit and happy life. Members' feedback and needs are taken into account and addressed by our Operations team. Members' questions are handled by our fully dedicated Customer Care department.	Consumer website, meetings, regular surveys, emails, focus groups, social media, online chats, webform.
<b>Suppliers</b> 	We have outsourced many aspects of our operations and therefore work in close cooperation with our suppliers. We view our primary suppliers as an integral part of our operations and the execution of our sustainability strategy. Our main suppliers are the ones providing us with fitness equipment, digital solutions, maintenance, cleaning as well as builders.	Meetings and supplier code of conduct to foster responsible behaviour.
<b>Financial community</b> 	We actively communicate with financial analysts, investors and other financial parties. We are transparent about our purpose, strategy, goals, financials and operations. We communicate in a structured way, ensuring that all parties have equal and timely access to all relevant and price-sensitive information about the company.	One-on-one and group meetings, Capital Markets Day, press releases, corporate website.
<b>Public sector</b> 	As a leader in our market, we interact with a wide range of European, national and local government bodies. We are also actively engaged in discussions with the national fitness federations in the countries where we operate. We are members of Europe active, NL Actief, France Active, Union Sport & Cycle, and Fitness.be. We believe that the fitness industry has an important role to play in achieving several of the UN's Sustainable Development Goals.	Partnerships and involvement with fitness federations, discussions with government bodies ranging from the European Union to local councils.
<b>Local communities</b> 	We encourage our local communities to develop good habits and lead an active life.	Collaboration with national and local organisations to support sports, education and job programmes.

### 4. Basic principles

In the engagement with our stakeholders, Basic-Fit is committed to adhere to the following principles:

-  **Guided by our corporate values:** We engage with its stakeholders by being itself, accessible, smart, inclusive and committed.

-  **Integrity:** Basic-Fit respects the articles of the United Nations Universal Declaration of Human Rights, the core labour standards of the International Labour Organization, the United Nations Guiding Principles and the principles of United Nations Global Compact.
-  **Transparency:** We clearly share our ambitions, position, risks and opportunities we face, and, the impacts of our activities on people and environment.
-  **Trustworthy:** The information we provide to our stakeholders comes from reliable sources and is based on facts. We do not promote doubtful or false information.
-  **Thoughtfulness:** Basic-Fit decision to open a new club results in a thorough process that takes into account views from the different stakeholders involved, and impact on the local environment.
-  **Cooperation:** we engage in with our stakeholders by sharing relevant information to create the best conditions for fruitful conversation. This is applicable for industry associations or other organizations requirements.
-  **Consideration:** we take the needs, expectations and concerns of our stakeholders seriously.
-  **Compliance:** all initiatives and decisions are made in compliance with Basic-Fit's Code of Conduct and applicable laws and regulations.
-  **Sustainability:** we opt for the most sustainable option as much as possible and invite our stakeholders to think along with us and follow us in this path.

This policy applies to all employees of Basic-Fit while exercising their job function. This policy has been agreed by the Sustainability team and Management Board and is publicly available on Basic-Fit's corporate website.

This policy may be revised and adjusted in the future if and when needed.