

CORPORATE GOVERNANCE CHARTER

What We Stand for

World of Talents stands for ethical conduct and sustainable growth, both for our organization and for all our stakeholders. Corporate Social Responsibility, with a focus on the safety and well-being of all our direct and indirect employees, is a daily priority.

We maintain and enforce the highest standards of behavior, ethics, integrity, and risk management across all our stakeholders.

This policy applies to all governance structures, decision-making processes, risk management, and relationships with shareholders and other stakeholders. The policy is regularly evaluated and updated to comply with legislation and best practices.

Our Mission, Vision, and Values

Our mission and vision are combined into one powerful declaration:

“

We empower people to accelerate sustainable growth by delivering future-proof expertise to match your ambitions.

”

We exist to fuel success—both for individuals and organizations – by providing expertise that not only meets today’s challenges but shapes tomorrow’s opportunities.

We are not just enablers of growth – we ignite it and always aim higher. We bring the energy, mindset, and expertise to empower ambition, drive, and success in everyone we work with, whether you work for us or with us.

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Entrepreneurship drives us – We take ownership, embrace challenges, and seize opportunities.

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Excellence defines us – We are experts; we set the bar high, work smart, challenge ourselves, and continuously improve.

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Passion fuels us – We bring energy, enthusiasm, and commitment to everything we do. Our presence has impact.

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Together, we grow stronger – Collaboration is at our core; we thrive on shared sustainable success.

Corporate Structure

The corporate governance Structure of World of Talents is made up of:
Shareholders, Supervisory Board, Executive Management & ESG Office.

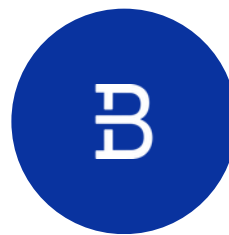
Shareholders



**CVC Private
Equity**



**Founder &
Group CEO**



Baltisse



Management

Since 2024, CVC Capital Partners, as the majority shareholder, has been a solid financial and strategic partner for World of Talents.

Additionally, Baltisse (since 2019), Steve Rousseau (Founder & Group CEO), and key members of the executive and management team hold shares in the World of Talents Group.

The General Meeting of Shareholders is the highest decision-making body of World of Talents, responsible for strategic decisions such as the approval of the financial statements, appointments to the Supervisory Board, and major investments.

Meetings are organized in accordance with the law and articles of association, with timely information provided regarding the agenda, date, and location.

Transparency and efficiency are key principles in this process.

Supervisory Board



**Steve
Rousseau**



**Steven Buyse
CVC**



**Carmen André
CVC**



**Caroline Goergen
CVC**



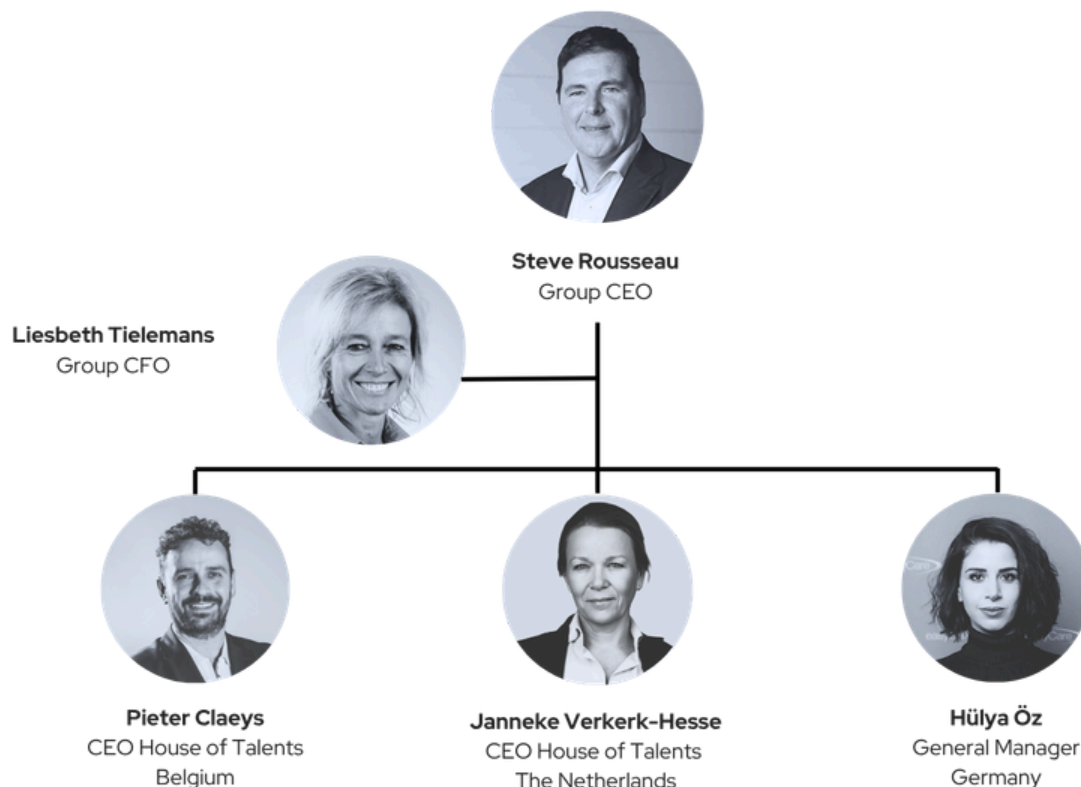
**Filip Balcaen
Baltisse**

The **Supervisory Board** acts as a check on executive power. It ensures the company is being run in the best interest of its stakeholders and shareholders. It operates **independently from day-to-day management** and serves as a check-and-balance mechanism within corporate governance structures. The supervisory board advises executive management and approves major strategic decisions.

Key responsibilities of a Supervisory Board include:

- **Monitoring** performance of the company, strategy execution, financials, risk management, and ESG progress.
- **Advising** Executive Management
- **Approving** major strategic decisions (e.g., mergers, acquisitions, large investments).
- **Reporting** to shareholders on its supervisory activities and findings.

Executive Management



The Executive Management team of World of Talents, led by the Group CEO and founder of World of Talents, Steve Rousseau, acts as the strategic and operational leadership layer of the organization. It serves as the bridge between the Supervisory Board and the operational teams, translating high-level strategy into actionable direction. They make sure that **strategy becomes reality**, by leading the organization and aligning operations with long-term objectives

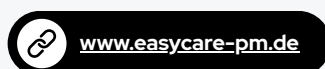
Key responsibilities of Executive Management:

- **Developing and executing strategy** – translating the company’s vision and goals into concrete plans.
- **Reporting to the Supervisory Board** – keeping them informed on performance, risks, key decisions, and major developments.
- **Aligning departments and teams** – ensuring all parts of the organization work toward common objectives.
- **Making executive decisions** – on investments, budgets, staffing, organizational structure, etc.
- **Steering operational management** – guiding and supporting day-to-day managers to ensure execution aligns with strategy.
- **Managing risk and compliance** – ensuring that internal controls, ethical standards, and legal obligations are met.

The strategy and any changes to it are transparently communicated by the executive management to all relevant stakeholders so that everyone is informed of the updates.

The executive Management team gives direction to the country and business directors and collaborates with the WoT Group Management Team on topics such as governance, general management, M&A, ESG, and the implementation of the business strategy.

For information about:



ESG Office

ESG is an integral part of World Of Talents’ strategy. An ESG office and governance structure clarify responsibilities and help realize the company’s ambitions and commitments.

The **ESG Office and the steering committee**, which includes the Group CEO and Group CFO, advise, support, and monitor the ESG strategy, execution, and reporting. Additionally, a **project group with key managers and an ambassadors group consisting of key WoT pioneers** ensure the implementation of the policy within the organization.

To learn more about our ESG policy, visit [#ACTFORBETTER | World of Talents](#) or contact esg@worldoftalents.group.

An overview of all ESG-related initiatives can be found on [Changemakers unite | World of Talents](#)

The ESG policy and all initiatives of World Of Talents focus on the following topics:



Environment

Everyone knows that our planet is in trouble. It is up to each of us to take responsibility, including with World of Talents.

- Eco-friendly offices (paperless, reusables, sustainable marketing gifts)
- Circularity
- Renewable energy and sustainable energy use in all office spaces
- Reduction of business travel and commuting emissions



Social

As a staffing company, people are the beating heart of our business. We believe it is important that employees feel good and safe and that they can develop themselves.

Employment Conditions

- Job security
- Pay transparency, and equal pay for equivalent work
- Social dialogue
- Safe and healthy working environment, including well-being and vitality

Equal treatment and equal opportunities for all

- Leadership development
- Training and skills development
- Diversity and inclusion

Attracting talent

Employee satisfaction & Customer satisfaction



Governance

We conduct business ethically and transparently, following the rules to create long-term value.

- Anti-bribery
- Business ethics, conduct and integrity, fair competition
- Data protection, privacy, and cybersecurity
- Partnerships in support of ESG

Document version: May 2025

If you have any questions or concerns regarding this Code, you may always contact your commercial representative at World of Talents or esg@worldoftalents.group.