



Pay Transparency Directive Compliance Strategy



INTRODUCTION

Talentech provides a scalable SaaS platform for every step of the talent journey: Attracting candidates, recruitment, onboarding of employees, talent management, employee engagement and eventually off boarding. Our platform supports every stage of the talent pipeline, designed with personalization and flexibility in mind, with the aim of facilitating a seamless talent journey, from start to finish, in one central platform.



We are committed to creating a fair and transparent working environment — not only for our own employees but also for our customers who rely on our products to support compliance with the upcoming EU Pay Transparency Directive. This directive aims to promote pay equity and address gender-based wage disparities across the European workforce.

Talentech is currently preparing for the implementation of the directive and is working actively to adapt our internal processes and products accordingly. Our goal is to be fully compliant by the time the directive enters into force, and to ensure that our platform supports customers in meeting their obligations.

THE PAY TRANSPARENCY DIRECTIVE

The Pay Transparency Directive is a European Union regulation designed to promote wage transparency and equal pay for equal work between men and women. It requires employers to disclose salary information, report gender pay gaps and ensure that no employee faces discrimination based on remuneration. Additionally, it mandates the elimination of pay secrecy clauses and provides employees with the right to request pay-related information.

The directive applies to all organizations operating within the EU, with specific obligations based on company size and industry regulations. Compliance with the directive requires proactive efforts in pay structure analysis, policy reform, and reporting mechanisms.

COMPLIANCE STRATEGY

Talentech is in the process of developing a structured compliance approach aligned with the Pay Transparency Directive. While full implementation is ongoing, we are taking steps to adapt our processes, revise internal policies, and ensure our products are developed to meet legal requirements when the directive becomes enforceable.

SALARY TRANSPARENCY AND JOB POSTING COMPLIANCE

We are currently reviewing our recruitment and hiring processes to align with the directive's transparency requirements. As part of this process, we are evaluating how salary ranges can be



incorporated into job postings in a way that promotes fairness and consistency across all markets.

RIGHT TO PAY INFORMATION AND EMPLOYEE AWARENESS

We are developing procedures to ensure employees will be able to request pay-related information securely and in accordance with the directive. Training and awareness measures are also being prepared to ensure staff are informed of their rights once the directive takes effect.

GENDER PAY GAP REPORTING AND REMEDIATION MEASURES

Talentech is building internal structures to support gender pay gap analysis and compliance reporting, and we are preparing action plans to address unjustified wage disparities when required by law.

MONITORING AND CONTINUOUS IMPROVEMENT

Our legal department is leading the compliance efforts related to the EU Pay Transparency Directive, supported by internal stakeholders across HR, product, and leadership. A dedicated compliance task force, anchored in Legal, is responsible for overseeing the implementation process and addressing any related concerns.

This team collaborates closely with external legal advisors and relevant regulatory bodies to ensure that Talentech remains aligned with evolving legal requirements and industry best practices. The group also plays a key role in developing internal policies and supporting product development to ensure future compliance.

CONCLUSION

Talentech is actively working toward full compliance with the EU Pay Transparency Directive. Through careful planning, ongoing development, and internal awareness, we aim to ensure our organization and our platform are fully aligned with the directive by the time it becomes enforceable. We see this as an opportunity to strengthen our culture of fairness and transparency, while supporting our customers in doing the same.

POLICY IMPLEMENTATION

This strategy has been reviewed and approved by Talentech's Legal Department.