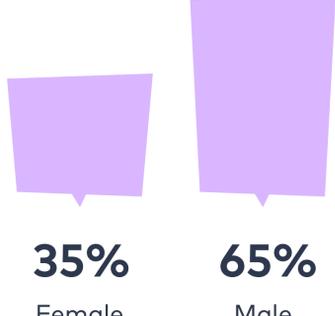


Diversity, Inclusion & Corporate Social Responsibility, 2018

We believe success is impossible without a diverse, representative and engaged workforce. If variety is the spice of life, we try to ensure that Voxbone is a very spicy place to work. We're proud of our cosmopolitan outlook and the makeup of our workforce, but there's always more to be done.



Voxbone's global workforce



- Women account for over a third of our global workforce (35%)
- That's in line with the US (34%) and better than the UK (17%) tech industry averages, ahead of most major Silicon Valley companies
- The typical age of our workforce is 33.4 years

Voxbone represents 34 nationalities

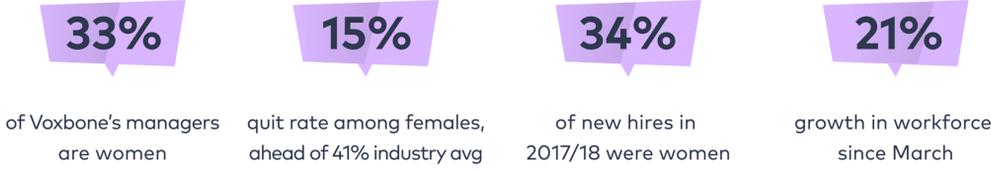


“At Voxbone, we pride ourselves on bringing in the perfect person for any role, with the right mindset to fit into Voxbone’s cosmopolitan culture.”

Anne-Valérie Heuschen, VP Corporate Affairs, Voxbone

Company leadership

- 33% of Voxbone's management team is female, with women holding 5 of 15 senior positions
- We expect this to reach 50:50 in the near future without the need for a hiring policy
- 29% of our leadership team is female. By contrast, women hold just 14% of executive positions in Silicon Valley



The Untanglers at Voxbone



We're committed to doing more for:



Diversity & Inclusion

This year, we will survey our workforce on diversity to see how Voxbone can continue developing an inclusive atmosphere that is welcoming to all.



A healthy, happy workforce

As well as our first Health & Wellness week, 2018 has seen more physical events including a 20k fun run, yoga and pilates classes and healthy office snacks.



Giving something back

Each year we assign one day per person to work on charitable initiatives. Currently, we partner La Fleche, an orphanage in Brussels. In 2017/18, 35 employees took part in work to support the charity, including DIY renovations.



Environmental initiatives

Cloud business model, paperless payslips, electricity- and plastic-reducing measures, Voxbone bikes, electric car incentives, public transport allowance, eco vouchers, recycling schemes for printer toner, batteries and coffee grounds.