

## Diversity Statement

Diversity embodies everything that makes us unique and which is an integral part of who we are as a company, how we operate today and how we take on the challenges of the future.

Our success is based on employees who are not only well trained but also highly motivated. Our international operations are also reflected in our workforce. With more than 11,000 employees from over 160 countries and business relationships with companies from other countries and cultures, it is vital that we all work on a common basis: we treat people with respect and dignity and do not tolerate any kind of discrimination.

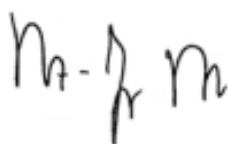
Equal opportunities are more important than ever, and promoting diversity is central to the success of the company. For us as a global company, diversity is an added value of creative and innovative cooperation in diverse teams be it by Age, Ethnic Origin & Nationality, Gender & Gender Identity, Physical and Mental Abilities, Religion & Belief, Sexual Orientation, and Social Origin, and the key to our success. Inclusion is strongly encouraged and integrated across our entire company.

We put our commitment to diversity into practice with specific measures:

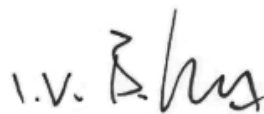
These include our family-oriented HR policy to support young women and their families and a project to specifically promote these women through initiatives such as the Female Leadership Development Program. We also offer a mentoring program and focus on the targeted recruitment of women with equal qualifications.

Our aspiration of being an Employer of Choice will continue to inspire all of us to further strengthen our talent engagement and capabilities, thereby increasing our competitiveness. We aim to achieve a share of women in the first management level of 30% by 2025 and 45% share of women in the second management level. We will increase cross fertilization of talents and cross-cultural orientation.

Holzminden, December 2022



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