



Stahl Parent B.V. Diversity, Equity & Inclusion (DEI) Policy

February 2024

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1. Introduction

Stahl strives to create an inclusive and welcoming corporate culture by promoting diversity, equity and inclusion (DEI) across all locations (all physical working locations, including manufacturing sites, application labs, offices all spread across the countries).

Stahl recognizes the critical importance of DEI in achieving its business goals and is committed to equity, acceptance, and social inclusion in every aspect of its business operations. Through diversity, equity and inclusion, the company firmly believes it is better able to perform and anticipate the needs of our customers, shareholders, employees and communities at large.

Stahl's commitment to DEI is reflected in the Human Rights policy, which ensures equal opportunities and treatment for all employees, regardless of their background or identity. The company's comprehensive approach enables it to foster an innovative workplace where everyone feels respected and included no matter who they are or where they come from.

2. Definitions

2.1 Diversity

Diversity refers to the visible and invisible differences that exist between people and to all the characteristics that make individuals different from each other, including but not limited to gender (identity), race, age, culture, language, disability religion, sex, sexual orientation, nationality, political opinion, family status, national extraction or social origin. Diversity also refers to different ways of thinking and working. In the workplace, it is this range of similarities and differences that make individuals unique, and shapes how they contribute to a company culture. When looking at possible sources of diversity among people and working teams, Stahl considers the following:

2.1.1. Gender

Gender refers to the socially constructed roles, behaviors, expressions, and identities of women, men and gender diverse people. It may or may not correspond to the sex of the individual assigned at birth.

2.1.2. Age

Age is the interval of time between the date of birth and the date of the census, expressed in completed solar years (United Nations, 2017). A generation includes people born and living at about the same time, regarded collectively. The dimension "age" plays an important role in our workforce diversity as it reflects world demographic changes and is usually linked to certain life and employment phases. In mixed-age teams, different values, attitudes, and experience levels come together. At Stahl we use the following generational definitions:

Generation	Year of Birth
Baby Boomer	< 1964
Gen X	1964 – 1983
Millennial	1984 – 1996
Gen Z	> 1996

Age groups
Under 30
30 – 50 years
51 and older

2.1.3. Cultural & ethnic diversity

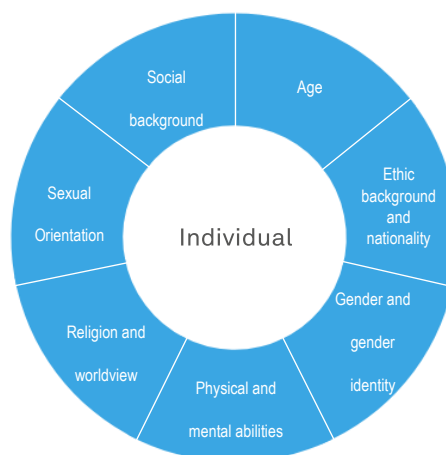
While nationality refers to the status of belong into a particular nation (e.g. French, Brazilian or Chinese), ethnicity refers to the state of belonging to a social group that has a common national or cultural tradition (e.g. native Hawaiian or Asian).

2.1.4. Physical or mental abilities

Mental and physical abilities refer to the various skills, talents, and capacities that individuals possess. People with disabilities can have a diverse range of abilities. Two individuals with the same type of disability may be affected in different ways, highlighting the importance of recognizing and valuing individual strengths and talents. Disabilities can be visible or invisible, acute, chronic or by birth. Some individuals may experience changes in their abilities over time due to factors such as illness, injury, or aging.

2.1.5. Other diversity dimensions

In addition to the four main diversity indicators, Stahl also takes into account the below diversity dimensions:



2.2 Equity

Equity at work refers to fairness and equality in outcomes, not just support and resources. Identifying and acknowledging specific needs related to the workplace, equity helps ensure that employees are empowered and supported to succeed. This includes considering the struggles faced by individuals from different backgrounds when making decisions on inclusion efforts. The benefits of this approach will adapt to the needs of everyone.

2.3 Inclusion

Inclusion refers to encouraging practices and behaviors in the workplace to ensure that individuals feel included within workplace activities without any barriers or obstacles because of their age, gender, language, race, sexual orientation, physical ability, religious belief, family status and nationality.

Inclusion at work refers to an environment that values all employees, regardless of their differences. It acknowledges the contributions these differences make to the culture and enables everyone to

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participate and thrive. An inclusive workplace is marked by practices and behavior that eliminate bias, discrimination, or unequal opportunity.

Inclusion creates a sense of belonging by inviting all people to contribute and take part. Employees bring various skills, perspectives, knowledge and backgrounds to the workplace – creating new sources of creativity, better decision-making, risk management and positive team dynamics. Inclusion means Stahl employees feel comfortable being themselves and can safely express their views.

2.4 Unlawful discrimination

Any practice which makes distinctions between individuals or groups to disadvantage some and advantage others, based on one or more of the following attributes:

- Age, marital status, gender, religion, ethnic origin, color, race, employment status, disability (including illness), sexual orientation, political opinion, family status and involvement or non-involvement in labour union the activities.

2.5 Vulnerable groups

Vulnerable groups at the workplace refer to individuals or populations who are more susceptible to discrimination, exclusion or adverse treatment due to various factors that might compromise their well-being or limit their opportunities in a professional setting. Some examples of vulnerable groups in the workplace include:

- Women, including expectant mothers.
- Young workers
- Older workers
- Workers with disabilities or language barriers

3. Scope

This policy applies to all employees, potential employees, as well as hired labor and trainees (work experience and student placements), and to all aspects of the employment cycle at Stahl worldwide including recruitment and selection, learning and development, education, sickness, and absence and to reasons for termination of the employment relationship.

All employees and workers are responsible for treating colleagues with dignity and respect and creating an inclusive culture free from discrimination, bullying, harassment, and victimization irrespective of age, color, disability, ethnic or national origin, gender, gender expression, gender identity, marital status, pregnancy, race, religion or belief or sexual orientation.

In this respect, Stahl also refers to the specific procedures as laid down in the Stahl Parent B.V. Whistleblower policy, The Stahl Hiring policy, The Smart Working policy and to the Stahl Employee Code of Conduct, The Human Rights policy and Stahl Statement on Modern Slavery.

4. Objectives

Stahl is committed to provide an organizational culture and workplace that fosters diversity, equity and inclusion across all levels of business. To achieve this important objective, each and every employee should promote this culture, which supports and respects the value and the needs of all individuals.

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At Stahl all employees, hired labor and representatives should support the Group's diversity, equity and inclusion initiatives and behave appropriately in the workplace. Specific responsibilities include:

- Ensuring that colleagues, customers and other stakeholders are treated fairly and equally within the workplace.
- Seeking to ensure that business practices and processes do not prevent people from diverse backgrounds having equality of opportunity within Stahl Group.
- Promoting and encouraging a diverse and inclusive workforce drawing on the differing knowledge, perspectives, way of thinking, experience and styles present in our global community.
- Striving to create an inclusive environment respectful of all cultural backgrounds and beliefs, including by recognizing and celebrating various multicultural events across the business.
- Removing barriers to enable people from vulnerable groups and/or with a disability to perform their jobs focusing on their abilities rather than disabilities and valuing the contribution they make to the Group.
- Provide training and education. Providing training and education to employees can help them develop the skills and knowledge they need to succeed in their roles. This can include training on health and safety, communication, and job-specific skills.

Stahl believes that promoting diversity, equity and inclusion in the workplace can lead to better productivity, innovation and risk management. By valuing cultural differences and different perspectives, Stahl fosters creativity and innovation, enhances teamwork and improves risk management. A diverse workforce also helps Stahl better understand and address the needs of its customers, leading to new market opportunities and enhanced customer loyalty. Additionally, a commitment to diversity, equity and inclusion can attract and retain top talent and enhance a company's reputation and ESG pursuit.

5. Recruitment and selection

Recruitment and selection will be undertaken in accordance with the **Stahl Hiring Policy**. Individuals will be selected based on their relevant merits and ability to perform the job following a transparent selection process. During the hiring process the management will take into consideration issues of diversity and will ensure that there is no intended or unintended discrimination through the process. Stahl provides equal employment opportunity to all applicants and employees.

Consistent with our strategy to develop inclusive leadership capability, diversity, equity and inclusion principles are embedded within the company's core leadership development programs to encourage managers to demonstrate these as part of their leadership activities. Stahl also builds cultural intelligence and equality into its performance review, hiring and talent identification processes.

6. Education and learning development

Stahl is committed to ensuring that all employees have equal opportunity to access education and learning as appropriate to their roles, career development and promotion.

Learning, development, and progression opportunities will be made available to all employees taking into consideration their role and function. Other promotional or developmental opportunities will be filled based on merit, experience and other company or job-related criteria.

We will actively support initiatives which encourage diversity such as training programs amongst others

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and participating where appropriate in any external organizations pursuing similar objectives. Frequent mandatory and optional online training are provided to all employees.

7. Flexible work arrangements

Work-life integration is a crucial element of Stahl's diversity, equity, and inclusion (DEI) company efforts. By recognizing and supporting the diverse needs and responsibilities of its employees, the company creates an environment that values individuals holistically. This approach, in alignment with the Smart Working Policy, fosters greater inclusivity by accommodating various life situations, such as caregiving responsibilities, personal development, and cultural practices. Ultimately, promoting work-life integration enhances employee well-being, job satisfaction, and productivity.

In addition to the Smart Working Policy, Stahl is committed to upgrading locally and globally to ensure that work-life balance is prioritized across all locations.

8. Opportunities for improvement

Individuals are encouraged to speak up and/or report any concerns or improvements related to this policy through one of the following channels:

- Their line manager
- Human Resources
- DEI Key Representatives
- DEI Steering Committee (DEI@Stahl.com)
- Whistleblower grievance mechanism

No individual will suffer retaliation for reporting or participating in the investigation of a genuine complaint made in good faith. Individuals who believe they have been subjected to retaliation may use any of the resources described above to report their concerns.

This policy took effect on September 2023 and replaces the Diversity & Inclusion policy from 2018.