



Diversity, Equity & Inclusion (DE&I) Policy

of the E3 Group

E3 Holding SE

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Values of E3 Group

As an industrial holding company, E3 Group brings together diverse people from different industries and regions. This diversity of skills, perspectives and experience is one of our key success factors, as it fosters creativity and innovation, makes us more robust as an organization and leads to better business decisions.

Diversity only comes about through equal opportunities and inclusion. Our aspiration is therefore to offer equal opportunities to all people and to act in a respectful, non-discriminatory, and socially sensitive manner in all our activities. We want to create a work environment that is focused on the recognition and appreciation of all employees - irrespective of age, ethnic background and nationality, gender and gender identity, physical and mental abilities, religion and worldview, sexual orientation, and social background. This also requires the participation and personal responsibility of all employees.

For us, diversity, equity and inclusion (DE&I) are indispensable elements of a value-oriented corporate governance and our social responsibility. At the same time, high standards enable us to stand out as an attractive employer and business partner. In this regard, our responsibility is not limited to our direct working environment. Rather, we explicitly support the principles of international frameworks for promoting equity and outlawing discrimination, particularly with regard to equality for women – including the United Nations Universal Declaration of Human Rights, the OECD Guidelines for Multinational Enterprises, the ten principles of the UN Global Compact, and the Sustainable Development Goal 5 (“Achieve gender equality and empower all women and girls”).

1. Scope of this Policy

This Policy applies to E3 Holding SE and all its group companies (collectively, the "E3 Group"). Where reference is made to the E3 Group, this refers both to the E3 Group as a whole and to E3 Holding SE and its group companies individually. The Policy explicitly applies to all employees, board members, managing directors and committee members of the E3 Group.

2. Diversity, equity and inclusion in the E3 Group

2.1 Roles and Responsibilities

The formal responsibility for this Policy as well as its implementation and compliance lies with the Executive Board of E3 Holding. With regard to the development and operational implementation of suitable measures, the Executive Board is supported by the Equal Opportunities Officer at Group level and the management of the respective subsidiaries.

However, living our values in day-to-day business is not possible without the participation and personal responsibility of each and every individual. It is therefore our expectation

that all employees of the E3 Group recognize the content and spirit of this guideline, align their behaviour accordingly and report violations of the guideline to appropriate bodies.

2.2 Principles for out interaction with each other

The following principles of conduct characterize our interaction within the E3 Group:

- We promote a corporate culture characterized by integrity, tolerance, and mutual respect - towards employees, and also towards suppliers, customers and other partners and stakeholders.
- We ensure that all our employees have equal opportunities based on their skills, talents, and experience - regardless of their background or characteristics that are not relevant to the position.
- We promote diversity as well as disadvantaged groups to ensure their inclusion and participation - in particular, we promote gender equality.
- We create a safe environment in which our employees can openly express their wishes, opinions and also criticism.
- We encourage our employees to work together and to contribute ideas and suggestions.
- Each and every individual has a right to a work environment that is free from racism, any form of harassment or bullying, abuse of power, sexual harassment, and otherwise inappropriate behaviour. Behaviour contrary to this will not be tolerated.

2.3 Focus areas

Diversity, equity, and inclusion represent a cross-sectional topic that affects all our activities. We are therefore committed to integrating this Policy into all our business activities and decisions and to establishing active DE&I management. We pay particular attention to equal opportunities and non-discriminatory decision-making in the following areas:

- Recruitment
- Professional development and training
- Promotions
- Compensation
- Work-life balance
- Provision of a barrier-free environment and inclusion of people with disabilities
- General interaction within the company and with partners and suppliers

2.4 Monitoring, communication and reporting

As part of the implementation of this Policy, we set ourselves concrete goals and measure our progress using suitable KPIs (e.g., share of women in management positions, gender pay gap, and number of complaints via the whistle-blower channel which will be established shortly. Both internally and externally, we report transparently on our goals and goal achievement.

To raise awareness of the topic of DE&I and to clarify the expectations of the E3 Group in this regard, we will conduct internal training sessions for employees and managers. In addition, we will ensure that we receive feedback from our employees to continuously improve our DE&I Policy and practices.

2.5 Violations and grievance mechanisms

We encourage all employees to report unacceptable behaviour. We will not tolerate violations of the principles of conduct set out in this Policy. Violations have consequences under personnel law.

The protection of those affected by such misconduct is paramount. Employees directly affected by such misconduct as well as employees who become aware of such misconduct, are, in the event of a violation or suspected violation of this Policy, requested to first contact their immediate manager. If this is not possible or if anonymous communication is desired, any employee may contact the external complaints office established for this purpose. Details will be communicated after we have it up and running. Regardless of the communication channel chosen, we take the greatest care in all cases to ensure confidentiality and compliance with all applicable data protection regulations.

We ensure that all reports of possible violations are investigated and that whistle-blowers who report relevant misconduct in good faith do not have to fear any disadvantage in the context of their activities in the E3 Group.

Validity of this DE&I Policy

Unless otherwise stated, the above regulations are valid until further notice. E3 Holding SE reserves the right to make changes. If this DE&I Policy contradicts legal regulations, the legal regulation shall apply.

This DE&I Policy has been drawn up in both German and English. Only the German version is legally binding; the English translation is provided for information purposes only. In the event of any discrepancies, the German version of the DE&I Policy shall prevail over the English version.

The currently valid version of the DE&I Policy has been presented on the Management Meeting held October 19. 2023 and distributed to the Group Companies on November 6, 2023.