



DIVERSITY EQUITY & INCLUSION (DEI) POLICY

Diversity Policy:

Hinterhuber & Partners is committed to building a diverse and inclusive workplace that celebrates differences and values unique perspectives. We know that diversity is not limited to race or ethnicity, but includes gender, age, religion, ability, political views, and other dimensions. To achieve our diversity goals, we have implemented the following measures:

- ✓ develop and implement recruiting strategies that target diverse candidates.
- ✓ train hiring managers on how to eliminate bias in the hiring process.
- ✓ train associates in leadership positions on how to eliminate bias in the promotion process.
- ✓ promote a work culture that values diversity by celebrating our differences, and actively promoting diversity awareness.
- ✓ monitor associate diversity at all organizational levels, specifically in leadership positions, and implement steps to increase diversity at all levels of the company.
- ✓ continuously monitor and measure our diversity statistics to identify areas for improvement and set goals for future performance.

Equity Policy:

Hinterhuber & Partners is committed to promoting equity in all aspects of our operations. We recognize that everyone deserves equal opportunities regardless of their background, and we are committed to creating an environment that fosters equity. To achieve our equity goals, we have implemented the following measures:

- ✓ creating a work environment that is free from discrimination, harassment and bullying.
- ✓ encourage leadership behaviour that promotes conscious equity.
- ✓ provide training to our associates on issues of equity and the importance of creating an open and inclusive workplace.
- ✓ develop policies and procedures that promote equal opportunities for all associates.
- ✓ regularly monitor and analyze the data to identify areas of improvement.
- ✓ provide flexible work arrangements that help to balance work and family obligations.
- ✓ provide equal pay for equal work, and ensure that associates are compensated fairly based on their qualifications, experience, and contributions.
- ✓ create globally accessible reporting channels where suspected violations can be reported securely, anonymously and without fear of retaliation.

Inclusion Policy:

Hinterhuber & Partners is committed to fostering an inclusive work environment where all associates feel welcome and valued. We recognize that inclusion means ensuring that all associates feel respected and heard, regardless of their background. To achieve our inclusion goals, we have implemented the following measures:

- ✓ encourage open and honest communication, and foster a culture of listening and understanding.
- ✓ provide training to our associates on issues of inclusion and the importance of creating a welcoming and inclusive workplace.
- ✓ provide opportunities for associates to share their thoughts and ideas, and implement those ideas that improve the competitiveness of Hinterhuber & Partners.
- ✓ develop and implement policies that support mental health and wellbeing.
- ✓ continuously monitor and measure our inclusion performance to identify areas for improvement and set goals for future performance.

Overall, our DEI policy reflects our commitment to promoting diversity, equity, and inclusion in the workplace. We strive to create a work environment that is welcoming and inclusive of all associates, and that celebrates differences and promotes the intellectual growth of all our associates. We believe in our DEI policy and are convinced that it will be instrumental to drive results in the short-term and to increase the competitiveness of Hinterhuber & Partners in the long-term.



Hinterhuber & Partners GmbH

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