



Diversity, Equity & Inclusion Policy

1. Commitment to Diversity, Equity and Inclusion

Diversity, equity and inclusion (“DEI”) play an important role at Kährs Group. Uniqueness and diversity of our employees represent a core value for us. We support a working environment which is free of prejudice and where everyone is treated equally.

Our commitment is to strive to create a diverse, equal and inclusive culture at Kährs Group. Initiatives are implemented in all human resources processes for an ongoing development of a working environment build on the premise of diversity, equity, and inclusion.

At Kährs Group, we empower people by respecting and appreciating what makes them different and make our employees unique. Workplace diversity also includes differences in personalities, value systems, attitudes and backgrounds like life experiences, skill sets and knowledge bases, academic background, family situation and lifestyle. With our inclusion strategy we want to make everyone feel supported, listened to and comfortable, ready to share their opinions and thoughts without hesitation and able to do their personal best.

We believe that valuing diversity, equity and inclusion in all aspects of our business is a competitive differentiator enabling us to attract and retain top talent, foster more innovation and creativity whilst being more productive, exceeding financial targets, outperforming our peers, and creating unmatched value for our investors, shareholders, colleagues and business partners.

Given this commitment to DEI from Kährs Group, Kährs Group will assess its DEI performance on a continuous basis using tools such as employment satisfaction surveys or other appropriate measures to identify and implement improvement opportunities.

2. Scope

This DEI policy (the “**Policy**”) applies to all managers, employees, consultants, agents, representatives, contractors when they act on behalf of Kährs Group (“**Representatives**”).

This DEI Policy constitutes a binding guideline which provides our Representatives with a reliable framework for their day-to-day professional activities and contains legal and ethical requirements for all Representatives. Anyone who violates this Policy damages the reputation of Kährs Group and can cause serious economic damage. Violations will not be tolerated by Kährs Group and regardless of the legal consequences, such violations may result in disciplinary action.

Our Policy applies to the entire job cycle from application procedures, hiring, end of employment, advancement, compensation, job training, relocation or other aspects of employment.

3. Best Practice

1.1 Recruitment

To fulfill our business goals, we need to attract and retain the best talent. Kährs Group uses a recruiting process that is based solely on the qualities required for the position and all decisions are free from bias, non-discriminating and ensure fair treatment of all candidates. Our teams are built using objective standards based on the individual's qualifications for the particular job regardless of age, ethnicity, gender, religion or sexual orientation. Candidates are targeted from a variety of different sources (adds, headhunter, references, recommendations, etc.) to ensure that our talent pool will always be diverse.

1.2 Compensation and Benefits

Our compensation and benefit scheme is based on gender pay equity, fairness, and performance.

1.3 Training, Professional Development and Promotions

All our training is designed to foster an open and non-discriminative culture. Compliance trainings are compulsory for all team members. These are designed to inform, create awareness, and facilitate open discussions about all compliance and ESG related topics, including diversity and inclusion.

Professional training, career development and promotions are based solely on individual criteria like development needs or performance and not on gender, age, ethnicity, disability, religion, or sexual orientation.

1.4 Working environment

The diversity of our workforce is visible at every level of the organization and in every business area; at Kährs Group we want to achieve a fair balance of cultures and genders at all levels of the company; leaders are developed across all levels of our organization from diverse backgrounds.

Communication shall always be respectful between all employees regardless of company level or title.

Every employee and business partner must be treated with respect and dignity. At Kährs Group we have a zero-tolerance attitude to bullying, intimidation, harassment, or unfair treatment of any kind.

1.5 Company Responsibilities

Kährs Group stands for multicultural, conducive coexistence and equal opportunities. Discrimination for any reason has no place in Kährs. At Kährs, we ensure that there are fair working conditions both in our company and in our business partners. We strive to have higher standards than the legal minimum requirements and encourage a company culture which supports diversity, equity and inclusion.

Our managers are responsible for recognizing unacceptable behavior and taking immediate and appropriate action where deemed necessary. On a regular basis we review our Policy and its application in the day-to-day business, make updates and working on identifying and eliminating any issues.

1.6 Employee Responsibilities

The reputation of Kährs as well as the trust of our investors, shareholders, business partners and the public are a result of the individual behavior of each of our employees. Everyone at Kährs should help to meet the positive expectations associated with Kährs.

Our employees have the responsibility to respect, embrace and build on people's differences and similarities. This includes treating people how they want to be treated and In cooperation with the management, our employees create a working environment free of harassment and discrimination. Current and future employees shall respect and support that at Kährs everyone is welcomed and respected, all voices are heard, and everyone's unique contribution is valued.

In case of any concerns regarding the conduct of other stakeholders or breaches of this Policy our employees shall notify their manager or HR Department.

1.7 Policy violations, Contact Persons

If employees observe any violations of this Policy, Kährs encourages them to confidentially contact their supervisors, management, HR department or use the Whistle blowing system.
