

INNOMOTICS

Charta for diversity, equal opportunity, and inclusion.

At Innomotics, our biggest asset is our team of over 15,000 employees worldwide. For us, a successful company is one that includes everyone. We aim to create drive technology that serves people – for our customers, our employees, and society. Our Innomotics Business Conduct Guidelines guide our actions. They form the foundation of our work and interactions and define common standards on how we conduct business and work with each other.

This is reflected in our GEARed-up sustainability framework which also includes a dedicated pillar focused on empowering employees and communities. Embracing this transformation means committing to **diversity, equal opportunity, and inclusion**. Only through activating and empowering diversity, can we reach positive inclusion. At Innomotics, we are committed to create and foster a culture of diversity, equity and inclusion by ensuring a fair, respectful, open and inclusive environment in which people can be themselves, unleash their full potential and have equal opportunities. We respect the personal dignity, privacy, and rights of each individual. We believe diversity enriches our workplace. We work together without regard to ethnic origin, culture, religion, age, disability, skin color, gender, sexual identity and orientation, or worldview.

Through a sense of belonging, we empower our employees and uncover untapped potential for collective growth. Belonging enables us to create technology with meaning and purpose. We place particular emphasis on workplace safety and protecting our employees through a strong commitment to EHS (Environment, Health, and Safety).

It is especially important to us that everyone feels comfortable and safe with us – **particularly those in need of protection**. We are committed to a respectful and trusting environment and do not tolerate any form of harassment or discrimination. Instead, we foster a workplace characterized by mindfulness, respect, and mutual support.

Creating an environment where every employee feels they belong is not only our mission but also our passion.