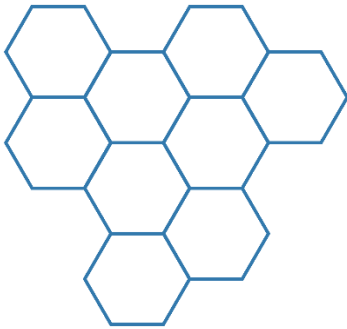


# Group Diversity, Equity & Inclusion Policy

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**ES GROUP**  
Extraordinary Surfaces

## Group Diversity, Equity & Inclusion Policy

Owner	Jens Heymann	A light blue hexagonal diagram with a smaller hexagon inside. The inner hexagon contains the text "ES GROUP DE&I POLICY". The outer hexagon has six labels on its sides: "INCLUSION" (top-left), "PEOPLE" (top-right), "DIVERSITY" (right), "EQUITY" (bottom-right), "GOVERNANCE" (bottom-left), and "LEADERSHIP" (left).
Position	Chief Financial Officer	
Effective Date	1 <sup>st</sup> January 2026	
Name	Group Diversity, Equity & Inclusion Policy	

The purpose of the ES Group Diversity, Equity and Inclusion Policy is to define the principles by which we strengthen inclusion throughout the organisation, striving to ensure that our policies, procedures and behaviours promote Diversity, Equity and Inclusion, creating an exceptional work environment.

At ES Group, we believe that the authenticity of each person strengthens our team. We celebrate diversity and inclusion in all its forms: ethnic origin, nationality, culture, race, age, gender, and experience, regardless of religion, identity, sexual orientation, or disability/ abilities and functional diversity.

## 1. People

We are committed to building a diverse and inclusive culture where all employees feel needed, valued, and treated equally.

We invest in human capital through internal and external training programs as well as by supporting employees in pursuing higher education, fostering continuous professional growth. Our employees collaborate across various areas, creating diverse teams that draw on a wide range of experiences and perspectives. Our recruitment processes are fully transparent and based on objective criteria. We do not discriminate against any social group, ensuring equal opportunities for all candidates and employees.

ES Group is committed to the principle of equal pay, taking into account the local context of each country, and ensures fair treatment in compensation based on role, responsibilities, performance, and overall contribution to business results, regardless of gender, age, race, ethnic origin, sexual orientation, background, religious or ethical values, or political beliefs. ES Group is also actively engaged in efforts to close the pay gap and promote pay equity across all levels of the organization.

At ES Group, equity means applying differentiated measures — including reasonable adjustments, positive action or compensatory measures — when necessary to ensure that all people have the same opportunities, particularly in relation to disability and the effective equity between women and men, in order to remove structural barriers.

## 2. Customers and suppliers

We are committed to delivering the highest quality products, created through the dedication and professionalism of well-trained employees. We adapt to our clients' needs by continuously developing our competencies based on our Mission, Vision, and Values.

We also promote the importance of inclusion and diversity among our suppliers, expecting them to act in accordance with our commitment to sustainable development.

Our suppliers are selected in accordance with the standards of the International Labour Organization conventions on fundamental human rights, including the prohibition of child labour, freedom of association, decent working conditions, health, and safety. The Code of Ethics plays a key role in our collaboration, serving as the foundation for responsible business relationships.

### 3. Responsibilities and goals

The global DE&I policy is applied across all ES Group companies and in all areas of business activity. All ES Group employees play an active role and are responsible for its implementation.

The oversight of the implementation and compliance with the DE&I policy rests with the ES Group Management Board. In each ES Group company, the HR Director is responsible for managing, monitoring and reporting the relevant KPI metrics of the DE&I policy.

Our goal is to continuously improve the work environment, including creating a space free from bullying, discrimination, and sexual harassment. We aim to work together with our employees to ensure the well-being of every team member. The objectives of the DE&I policy, both in the short- and long-term perspective, are defined by the ELT for the entire Group and are subject to continuous monitoring. These data are systematically collected and reported through the HR dashboard across the Group.

*The Policy enters into force on 1<sup>st</sup> January 2026.*