



Mission Statement

Diversity | Equity | Inclusion

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1 Purpose/objectives

“Uniqueness is powerful - We are all in”

Kontron believes that diverse and inclusive teams have a positive impact on the work environment, its products and services and that many of the greatest ideas and discoveries come from a diverse mix of minds, backgrounds and experiences.

The individuality of employees, in conjunction with equal opportunities and respect for origin, age, religion, gender and other characteristics is integral to Kontron’s corporate philosophy and forms Kontron’s Corporate Culture.

All Kontron Group companies are committed to workforce diversity, creating equity across their systems, and fostering and advancing a culture of inclusion. This Mission Statement **“Diversity, Equity and Inclusion”** (“**DEI**”) provides a common framework to value, encourage, support, and embed a diverse workforce and inclusive workplace for all employees of Kontron and sets out Kontron’s commitments and responsibilities and defines the attitudes, roles and responsibilities in this area.

2 Definitions

2.1 Diversity

Diversity refers to all the possible ways in which people may differ, including, but not limited to:

- › Age and Generation
- › Physical Ability
- › Gender, gender identity and/or expression, sexual orientation
- › Race, including social or ethnic origin, nationality or colour
- › Culture and religious beliefs
- › Marital or civil union or domestic partnership status
- › Family status or any other status protected by the laws in the locations of the Legal Entities

2.2 Equity

“Everybody is a genius. But if you judge a fish by its ability to climb a tree, it will live its whole life believing that it is stupid.” (Albert Einstein)

Equity refers to fair treatment for all people. While equality assumes that all people should be treated the same, equity takes into consideration a person’s unique circumstances, adjusting treatment accordingly so that the result is equal.

2.3 Inclusion

Inclusion refers to a work environment and culture where all differences are embraced, respected and leveraged without any bias. Kontron considers their commitment to inclusion as a quest to create an environment in which any individual, regardless of their personal characteristic or circumstance, and no matter what group they belong to, is welcomed, respected, supported and valued, so they can fully participate without the fear of professional or social exclusion. Moreover, it empowers everyone to unleash their full potential.

3 Kontron's Commitment

In line with this, Kontron Group (“**Kontron**”) is committed to providing equal opportunities to all employees, regardless of their gender, sexual orientation, race, or any other factors outlined above. Kontron is also dedicated to creating an inclusive environment where all employees are heard and encouraged to reach their full potential. In support of this, individual differences are valued and respected.

As part of its corporate culture, Kontron is committed to:

- › Fostering a work environment free of discrimination and harassment;
- › Valuing work and worth of each and every individual, irrespective of gender, age, disability, marital status, sexual orientation, skin color, religious or political affiliation, ethnic background, nationality or any other aspect unrelated to their employment;
- › Providing fair treatment and equal opportunities particularly in terms of recruitment and transparent and objective recruitment processes to create a workforce broadly reflective of the larger community;
- › Guiding and supporting growth with career development, promotions and merit increase to all employees, regardless of their gender, sexual orientation, race or any other diversity factors;
- › Granting fair remuneration of all employees regardless of gender, origin, religion, age, disability, or sexual orientation or other status;
- › Increasing the proportion of women within Kontron Group;
- › Recognizing the unique characteristics, skills, and experiences which each employee brings.

4 Roles and Responsibilities

4.1 Executive Board

The Executive Board of Kontron AG manages Kontron Group independently and in the best interests of the Group with the aim of sustainable value creation. In this context, the Executive Board plays a crucial role in creating and constantly improving a diverse and inclusive environment.

Members of the Executive Board and all local management boards are obliged to uphold and represent Kontron's DEI objectives. Kontron expects all members of the Executive Board and the local management boards of the Group companies to be role modeling, inclusive and to foster a respectful behavior around DEI principles and practices.

The Executive Board of Kontron AG ensures compliance with legal requirements and the implementation of the company's guidelines on DEI together with the central functions. In addition, the Executive Board is responsible for ensuring that business-related decisions are in line with DEI objectives and policies and free from all forms of harassment and discriminations.

4.2 Supervisory Board

In general, the Supervisory Board has the task of supervising and advising the Executive Board in the management of Kontron. In its role as a supervisory and advisory body, the Supervisory Board pays particular attention to addressing DEI issues and encourages the Executive Board to take these into account in corporate objectives. To this end, the Supervisory Board supports a diversity scheme which also takes account of recommendations in the Corporate Governance Code.

4.3 Compliance Office

Kontron's Compliance Office is located directly under the Executive Board of Kontron AG, guaranteeing independence and a direct reporting line to the Executive Board. The Compliance Office is responsible for overseeing the practices within Kontron, and ensuring compliance with laws, regulatory requirements and the DEI policy framework.

4.4 Human Resources

Human Resources is tasked with making sure that company culture is reflected in all aspects of all employment phases – recruitment, onboarding, policy development, learning and development – and everything else that involves employees. The primary purpose of Human Resources in diversity management is to establish and strengthen an organizational culture that creates courteous, inclusive environment, free from any types of workplace discrimination and in which every employee can learn, grow and contribute to Kontron's success. Human Resources is organized in a decentralized way at Kontron to ensure that the local requirements of our various subsidiaries are addressed in an efficient manner.

4.5 Employees

The DEI Commitment applies to all employees without exception and all employees shall observe all applicable laws and regulations and comply with these principles in the course of their daily work. All employees are responsible and accountable for complying with this policy and all ancillary processes and procedures at the locations of the Group Companies. Furthermore, every employee is accountable for contributing to an inclusive environment that celebrates DEI.

5 Kontron's DEI Principles

5.1 Women's Advancement

Kontron is committed to the advancement of women's interests as an important element in the ongoing process of gender equality. Consequently, Kontron is committed to increasing the proportion of women at management levels within the Kontron Group at ensuring greater equality of opportunity and equal rights in career and working development.

To achieve a sustainable increase in the proportion of women on all levels, and in particular in technical professions, Kontron continuously works on the further integration of diversity and gender equality into Human Resources processes. When filling any position, Kontron follows the principle of promoting women, by giving preference to female candidates when candidates have equal qualifications.

In the area of women's empowerment, Kontron places equal pay as one of its strategic foci and continuously works on ensuring performance-based pay, regardless of gender.

Kontron supports its female employees in their career planning and in further education. Kontron has committed itself to supporting the advancement of women especially in management positions.

As a sign of its commitment to DEI, Kontron has launched several programs intended to attract more women to get involved in technical professions as early as possible. This includes Kontron's active participation in the annual "Daughters Days" in Austria, the location of the Headquarter of Kontron, that gives girls aged between 11-16 the opportunity to discover the technical professions at local companies.

5.2 LGBTQ+ Inclusion

Kontron strives to create a working environment that is open to all people regardless of their sexual orientation and/or expression or gender identity. Kontron facilitates a safe environment that respects all sexual orientations: Lesbian, Gay, Bisexual, Transsexual, Intersexual, Queer and more (LGBTQ+) along with their allies.

5.3 Ethical Recruitment and career development

Kontron promotes transparent and objective recruiting and hiring processes that are aligned with the organization's values and its commitment to DEI. Employees are hired lawfully and in a fair manner that respects and protects their rights.

The principle of equal opportunity and non-discrimination is strictly observed in recruitment and throughout the entire employee cycle – recruitment, onboarding, learning and development. Employees and job applicants will not be discriminated against on grounds of gender, age, race, faith or religion, skin color, nationality, ethnic origin, political or other beliefs, sexual orientation, disabilities, or family status.

5.4 Remuneration

Within Kontron, the same remuneration principles apply to all employees. As stated in the Code of Conduct, Kontron always strives for fair remuneration of all employees regardless of gender, origin, religion, age, disability, or sexual orientation or other status. To deliver on that commitment, Kontron benchmarks and sets pay ranges based on relevant market data and consider factors such as an employee's role, experience and performance.

To close the gender-pay-gap, Kontron encourages equal pay at all career stages, for example by setting standardized entry-level salaries that are reviewed each year in line with the local market situation. Furthermore, Kontron is committed to regularly reviewing its compensation practices to ensure equal treatment and opportunities at all career levels.

5.5 Working Environment & Language

Kontron supports equal opportunities for the employment and has zero tolerance for discrimination, harassment or any other offensive behavior, such as intimidation, insults, threats, bullying, unfair accusations or any other acts that aim to diminish or devalue a person's worth based on their hierarchical status, gender, sexual orientation or any other characteristic outline in Section 2.1.

The requirement to respect others also applies to any form of sexual harassment, for instance, obvious advances, demeaning comments, jokes, vulgar language, obscene gestures, or the display of graphic material in the Group's business and production facilities. Any discriminative act that may impair an employee's dignity or makes them feel uncomfortable based on their characteristics is prohibited.

If an employee believes that one or another individual has been subject to misconduct, the employee is urged to report the suspected misconduct. Concerns regarding DEI-related matters can be directed to the relevant Human Resources department. Additionally, Kontron has established a Whistleblower System which can be also used to report, anonymously if desired, perceived violations of discrimination and/or (sexual) harassment. Reported incidents of harassment, discrimination or retaliation will be promptly investigated in accordance with the applicable reporting incident process.

By using gender-neutral and non-discriminatory language in Kontron's job advertisements and publishing all job advertisements internally, together with the constant monitoring of equality with regard to gender, age, employee background, seniority and salary, Kontron is ensuring fair treatment and contributing to equal opportunities among men and women at all career stages. In addition, the company's website and social media platforms are also gender-neutral and non-discriminatory.

5.6 Work-Life Balance

Kontron acknowledges employee's need for flexibility and a more symbiotic work-life-balance. By combining mobile and office work and by offering a high degree of flexibility for individual needs, Kontron is laying the foundation for the productive work environment of the future – for all employees alike.

To protect and reconcile work commitments with family needs, Kontron has put in place a number of measures. These include access to extensive resources and referral services, free of charge advisory, involvement of employees on leave and easing of re-entry after maternity leave.

5.7 Training

Kontron plans to enhance a number of trainings, activities and awareness campaigns to raise awareness and enhance gender diversity, age/generation mix and mental/physical ability in the workplace. To strive for more gender diversity, Kontron will further accelerate its programs and measures in all phases of an employment. These include ethical recruitment and talent attraction, intensive upskilling on DEI, unconscious bias trainings and inclusion programs as well as global diversity networking initiatives.