



**Diversity
@A1**

A1 Group Diversity | Equity | Inclusion Policy

Diversity empowers, enriches and creates.

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1. Purpose

Our A1 Group Code of Conduct highlights the importance of **Diversity, Equity and Inclusion**, which is further elaborated in this policy.

At A1 Group, we want to ensure the best possible working experience for all our employees, customers and partners alike. We believe that through a diverse workforce, we can easily adapt to a rapidly changing environment, and tap on the full potential of all our employees.

Furthermore, we can create a work environment where all our employees can flourish on a personal level and make creative decisions. Moreover, we believe that we can make an important and meaningful contribution to society as well by demonstrating: Talent Knows No Boundaries.

The A1 Group considers every single employee as an individual, regardless of their identity, that possesses the ability to:

- Evaluate situations and make decisions.
- Take responsibilities for their actions and
- Treat others the way they themselves want to be treated.

Who does the Diversity Policy apply to?

It applies to all people who work with any of the A1 entities, including all countries and the respective subsidiaries, employees, leaders and executives. Incidents of non-compliance with this policy (or any other Code of Conduct) should be reported to one's direct manager or, if applicable, to the responsible compliance manager or diversity officer.

It is also possible to report online via:

<https://whistleblowersoftware.com/secure/tell-me>

Anyone professionally affiliated with the A1 Group who violates the principles established in this policy will be subject to disciplinary actions that can range from verbal or written reprimand to termination of employment, independent of civil, criminal or labor actions that correspond.

1.1. Commitment

The A1 Group is committed to create a diverse workplace for all its employees at all levels – from technical support to sales including all managerial levels. Additionally, we want to make sure that every employee is equally enabled to deliver quality work, thus giving them the same opportunities to advance in their careers, regardless of their identity, background, or private life choices. Therefore, we are working on shifting and adapting all of our processes in order to promote diversity, inclusion and equity within our organization.

At the A1 Group, we want to strive towards a work culture where everyone belongs and can contribute to their fullest potential. It is for this reason that we want to:

- Create a more diverse, fair and accepting culture in hopes that it will then spread to all social environments.
- Provide equal opportunities for all people, regardless of their cultural or identity-related backgrounds, but based on their skills, abilities and merits.
- Increase our share of women and minority groups within our organization by means of empowerment and creating a more suitable work environment.
- The A1 Group is committed to providing equal pay for equal work. Aspects such as gender (incl. gender identity), race, ethnicity, sexual orientation, religion, and beliefs, or disabilities have no significance in our pay decisions. For that matter the A1 Group raises awareness within the company and derives measures based on a group-wide analysis. We annually track our pay practices and compare the wages and salaries of the women and men working for us to understand differences and act wherever necessary. To support a culture of equality and fairness the A1 Group published the groupwide Fair Pay Principles, which are valid for all A1 entities. The A1 Group constantly invites managers and employees to attend unconscious bias workshops to counteract any types of factors that may lead to unequal pay or unequal opportunities.
- Furthermore, the A1 Group is committed to grant equal opportunities in terms of career development, promotions and merit increase to all of its employees, regardless of their gender, sexual orientation, race or any other factors outlined in chapter 2.1.

2. DE&I guidelines

As a company, we want to respect the individual differences of all of our employees as well as their private life choices – privately and professionally. We aim to provide equal employment and development opportunities.

One of our main objectives is to reduce unconscious bias within our company to the best of our abilities and foster a work culture of Diversity, Equity and Inclusion. We are convinced that these endeavors work towards our strategy to put our A1 people at the center of our activities.

2.1. Diversity

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

- Age and Generation
- Disability, in other words mental and physical abilities
- Gender, gender identity or sexual orientation
- Marital or civil partnership status
- Family status such as pregnancy, maternity, paternity, or other career status
- Race, including ethnic origin, nationality or color of the skin
- Culture and religious beliefs
- Full-time or part-time status
- Contractual Status

We also want to take intersectionality into account, which explicitly includes people whose identities consist of multiple underrepresented characteristics.

2.2. Equity

Refers to the promotion of justice and fairness within the procedures, processes, and distribution of resources. We recognize that each individual is faced with different circumstances throughout their lives and therefore want to allocate our resources to every individual to the extent needed in order to enable them to achieve the same results as anyone else could.

2.3. Inclusion

Refers to the behaviors and corporate cultural norms that make people feel welcomed and as a part of the team. We consider our commitment to inclusion as a quest to create an environment in which any individual, 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.

3. Environment & Language

All A1 Group employees shall be free of discrimination and any other acts that lead to personal discomfort. We challenge, empower, develop ideas, and do not aim to change or criticize individuals based on their identity, appearances or any other signs of their individuality.

Some of the languages present in the A1 Group make visible distinctions between people based on their gender. At the A1 Group, we believe that language creates reality. Diversity, Equity and Inclusion have to take place on all levels, so we are aiming to use as much inclusive language as possible.

Any discriminative act that may impair an employee's dignity or makes them feel uncomfortable based on their individual characteristics is prohibited.

4. HR Processes

Recruiting, training and career development play crucial roles in fostering Diversity, Equity and Inclusion. At the A1 Group, we strive to remove all biases from those core HR Processes. Thus, the suitability for any function within the organization will be judged solely on an individual's qualification, performance, their merits, and abilities rather than personal characteristics. Non-work-related factors will not be taken into account when considering promotions, merit increases or offering trainings for career advancement.

The A1 Group does not tolerate any discrimination 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 outlined in chapter 2.1.

Signed by Group Board



Thomas Arnoldner



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