

# OUR PEOPLE OUR STRENGTH

## Diversity, Equity, Inclusion & Belonging

### OUR VISION

The diversity of backgrounds, experiences, and perspectives is a source of strength and innovation. Our commitment to Diversity, Equity, Inclusion, and Belonging (DEI&B) is rooted in our values and our ambition to build a sustainable, high-performing company.

It is fully embedded in our broader CSR strategy, supported by our ACT 360 program.

### OUR VALUES

#### Openness

We welcome and value differences as opportunities for growth.

#### Responsibility

We ensure a fair and respectful environment where everyone can contribute and develop their potential.

#### Commitment

We act with integrity, set clear goals, measure progress, and always strive to improve.

### OUR ACTIONS

#### Equal & Fair

We offer equal opportunities and ensure transparent and fair practices.

#### Inclusive & Empowering

We foster a culture where everyone is respected, heard, and inspired to contribute.

#### Supportive & Improving

We support our teams to collaborate inclusively and effectively, constantly adapting to meet the evolving needs of our people and business.

**Belonging is where individual strengths become collective power.**