

# DIVERSITY AND INCLUSION POLICY

OF

SCHMID Group N.V.

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*This diversity and inclusion policy was adopted by SCHMID's board of directors on 30 April 2024*

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## 1. OBJECTIVE

Diversity and inclusion are embedded into the culture of SCHMID Group N.V. ("SCHMID"). With this policy we aim to regulate the principles and procedures applied by SCHMID and pertaining to diversity and inclusion ("D&I") among staff members, including the governing bodies of SCHMID. As part of this policy, we set specific, appropriate and ambitious targets in order to achieve a good balance in diversity and inclusion aspects relevant to SCHMID ("D&I Policy").

## 2. DIVERSE AND INCLUSIVE WORKFORCE

At SCHMID, we know different perspectives and approaches are a sustainable source of value for our group, investors and clients. We are wholeheartedly committed to D&I with regard to the composition of our workforce, including the board of SCHMID (the "**Board**") and the senior management.

We aspire to create a diverse and inclusive work environment, where employees feel safe, valued, respected and welcome and are stimulated to enter into a dialogue with SCHMID. We foster a culture in which mutual respect, integrity, responsibility and transparency are prioritised.

D&I for us means a workforce that reflects the diverse environment in which we operate and includes differences in age, nationality, gender identity, cultures, generations, ethnic background, abilities and social origin. We believe that collective differences will make SCHMID stronger, more innovative and better equipped to tackle the challenges of today and tomorrow.

In addition, D&I in our view refers to a dynamic concept consisting of a combination of elements that together define our employee workforce. As our business objects and future needs evolve over time, our perspective on D&I is equally subject to change. We value the diversity of the employee workforce as a continuing means for improvement and development rather than as a means to an end itself. We listen to our employees and regularly evaluate our D&I framework and policies.

## 3. D&I PRINCIPLES

We apply the following principles with regard to D&I in composing and managing our employee workforce:

- We are committed to generate positive and measurable social and environmental impact by hiring employees that foster creativity, make fast decisions, are talented and contribute to our D&I goals. Our goal is to create a diverse mix of talent, skills, expertise, knowledge, diversity and inclusivity with regard to, among other things, , age, gender identity within our workforce, in accordance with the job requirements.
- We do not discriminate on the basis of, but not limited to:

- sex;
  - gender identity;
  - age;
  - race;
  - ethnic origin;
  - sexual orientation;
  - health condition;
  - disability;
  - religion or belief; and
  - social origin.
- We promote a working environment free from discrimination, harassment and victimisation, where everyone will receive equal treatment.
  - We promote equal opportunities and treatment in SCHMID and offer our employees a wide range of opportunities for career and personal development, hereby facilitating D&I in employee progression to the top of the organisation.
  - We strive to make all decisions relating to employment practices objectively, free from bias and based solely upon work criteria and individual merits.

#### **4. D&I IN BOARD COMPOSITION**

The Board is composed of executive and non-executive directors with diverse educational backgrounds and working experience, representing a combination of sector knowledge, management experience and financial expertise. When there is a vacancy on the Board, the Board will consider suitable qualified candidates from a wide pool of applicants and treat them equally, irrespective of their sex, gender identity, age, race, ethnic origin, sexual orientation, health condition, disability, religion or belief, provided that the required level of experience and expertise of our Board is maintained and the directors comply with the requirements of Annex 2 (*Board Profile*) of the Board Rules.

#### **5. MISCELLANEOUS**

All irregularities with regard to D&I should be reported via SCHMID's whistleblowing system (<https://schmid-group.hintbox.eu/>) or to the Legal Affairs department of the SCHMID group via [Reismueller.Ka@schmid-group.com](mailto:Reismueller.Ka@schmid-group.com).

The Board is authorised to adopt, revoke and amend the D&I Policy as appropriate, and retains the right to deviate from this D&I Policy, as long as any change or amendment shall be communicated to the employee workforce.

For any further information or questions with respect to this D&I Policy, please contact the Legal Affairs department of the SCHMID group via [Reismueller.Ka@schmid-group.com](mailto:Reismueller.Ka@schmid-group.com).