



diversity, equity and inclusion policy

purpose

The purpose of this diversity, equity, and inclusion policy ("Policy") is to express Aalberts' commitment to an open, pragmatic culture that focuses on entrepreneurship and personal growth, enabling us to attract, develop and retain a diverse, inclusive, and engaged workforce to seize opportunities.

We are a diverse group of mission-critical people with many perspectives, skills, and experiences. We all go way beyond the line of duty. To be a leader in our business, we must be flexible, innovative, and creative and have an ability to accommodate other people's point of view. A diverse and inclusive workforce gives us a wide range of perspectives allowing us to explore and adopt fresh ideas and technological innovations. That is how we deliver vital progress to groundbreaking industries. We are diversified and unified. Working as one, we improve the world of today and invent it for tomorrow.

scope

This Policy applies to Aalberts and its controlled subsidiaries anywhere in the world. For the Management Board and Supervisory Board a specific diversity policy is in place, embracing the same principles, which is available at aalberts.com/governance.

policy statements endorsing diversity

Aalberts recognises that diversity is a source of strength and a booster for innovation. We believe that diversity drives better performance. We are committed to build a diverse workforce that reflects the communities we serve. We seek to treat all people fairly based on their abilities, achievements, and experience without regard to race, colour, ethnicity or national origin, religion, gender, gender identity, sexual orientation, age, disability, veteran status, education, or any other classification protected by law.

As sustainable entrepreneurs, we see a shared value proposition in working with people with disabilities, refugees, or un (and under)-employed people.

improving gender balance

Gender diversity is set as a key priority. Our approach is to focus our efforts on improving gender balance within the senior leadership of the company (top 100+) by putting gender diversity on top of all conversations and initiatives related to attracting, developing and retaining talents. Our

target is to achieve more than 30% women in senior leadership including the executive team by 2026.

ensuring equal opportunities

Aalberts strives for equal opportunities for its employees, including recruitment, promotion, compensation, training and development. Our compensation practices are under scrutiny to identify and address any disparities based on gender or any other classifications protected by law.

providing inclusive work environment

Aalberts strives to create an inclusive work environment where all individuals feel valued, respected, and empowered to contribute their best. We are committed to fostering a culture of inclusiveness throughout our organisation. We strive to increase the awareness of senior leadership enabling them to understand and embrace diverse perspectives, experiences, and backgrounds.

grievance mechanisms & Speak Up!

Aalberts values and respects honest and open communication, and all employees or any other stakeholder have the opportunity to raise questions and or concerns regarding potential and actual adverse human rights impacts in accordance with our Speak Up! procedure. Aalberts will not permit retaliation against anyone who, in good faith, seeks advice or reports improper behaviour under this Policy..

shared responsibility

All employees have the responsibility to ensure that the Policy is fully implemented and we expect our senior leadership to role model appropriate behaviour.