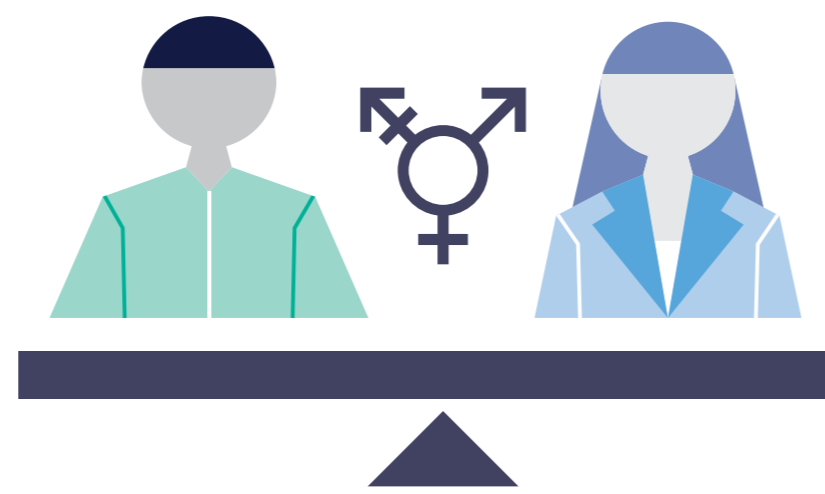


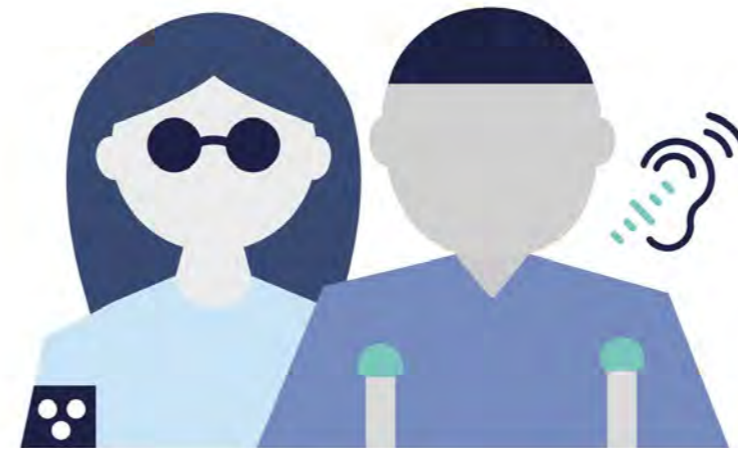
CHARTER OF DIVERSITY



CULTURE



GENDER



DISABILITY



AGE

At Semperit, we believe that diversity and inclusion are critical components to our success. We strive to create a workplace that fosters a connected and inclusive culture, where all employees have a sense of belonging, feel valued and free to be authentic, and are respected as individuals.

Our commitment to diversity and inclusion is reflected in the following principles:

- We believe that diversity strengthens our organization and helps us to better serve our customers and stakeholders.
- We recognize the importance of fostering a culture of respect, trust, and open communication, where everyone can feel safe and valued.
- We are committed to promote diversity at all levels of our organization and in all aspects of our operations.
- We are committed to provide equal opportunities for all individuals and to create a level playing field where everyone can succeed based on their skills and abilities.
- We recognize that creating a truly inclusive workplace requires ongoing effort and commitment, and we are committed to continuous improvement in this area.

To support these principles, we will:

- Provide training and development opportunities to all employees to support their understanding and appreciation of diversity and inclusion.
- Monitor and measure our progress towards achieving our diversity and inclusion goals, and hold ourselves accountable for making meaningful progress.
- Encourage open and honest feedback from employees on our diversity and inclusion initiatives and use this feedback to improve our practices and policies.
- Review our processes and practices to ensure that they are fair and equitable.

Manfred Stanek
CEO

Helmut Sorger
CFO

Gerfried Eder
CIO