

Semperit People Policy

We promote a high-performance culture and show respect and appreciation to our employees by providing attractive working conditions. Semperit Group's secret to success is the dedication and expertise of our employees. Their professional qualification and commitment are outstanding. In return, we offer attractive and safe jobs with ample opportunity for personal development and qualification.

1. People & objectives

1.1. Competitive workforce and operational excellence

- Our managers and employees are role models living the Semperit Values. We expect our managers at all levels to be examples of ethical conduct, provide competent employee guidance, and ensure a good work environment.
- We consider a competitive workforce one of the most important success factors in operational excellence. As such, our corporate culture is performance-driven and value-oriented. We appreciate and reward achievement on the basis of feedback and response in a continuous improvement process.
- We prefer long-term relationships based on our core values of trust and respect.
- We strive to build long-term relationships with our employees, customers, suppliers, and stakeholders so we can grow together.

1.2. Attractive place to work

- These policies reflect our company's culture and Semperit is an attractive place to work, we care about our employees and we are a People Investor. Personnel development, fair and market-aligned compensation, diversity respect, and a healthy work-life-balance are very important to us.
- We value interactive and open communication with our employees.
- Semperit provides equal opportunities regardless of age, gender, nationality, years of service, and educational background. We do not tolerate any form of discrimination.
- We encourage career building especially for women as well as gender, ethnic, and national diversity in management.
- We request and grant flexibility in a trusting way, allowing our employees to balance work and life.
- We are interested in all our employees' opinions and ideas. We actively search for their input and feedback, enabling exchange and communication across

hierarchies. We implement good ideas and proposals regardless of origin.

1.3. Protection of employee and human rights

- We protect our employees' health and safety aiming at a zero-accident workplace.
- We comply with internationally recognized human rights and promote adherence to them.
- We create a work environment led by high international social & labour standards and we regularly submit to external audits in this regard at our major sites.
- We have strict no-child-labour and no-forced-or-compulsory-labour policy.
- We listen to our employees and maintain open communication channels for this purpose.

1.4 Social commitment

- Semperit supports and sponsors schools and universities in areas where we see the need for a higher-qualified workforce.
- We support and sponsor selected non-profit-organisations that provide first-aid infrastructure where public services are insufficient.
- We give financial support to the families of our employees in case of natural disasters.
- We encourage and promote open dialogue with our neighborhoods to facilitate mutual understanding of needs and desire for change.
- We are committed to transparency and maintain an open dialogue with NGOs.

2. Implementation

The contents of this joint declaration will be communicated within Semperit Group as we deem appropriate.

The objectives and implementation principles set forth in this document shall apply worldwide and are an integral part of Semperit Group's corporate culture. The executive board and all employees are fully committed to this People Policy to emphasise that employees are key to the company's success.

The Executive Board
Semperit AG Holding