

## Policy Statement

# Diversity, Equity and Inclusion

**USU Software AG (USU) is committed to promoting, cultivating and maintaining a culture of diversity, equal opportunity, and inclusion (DEI).**

We are aware that we cannot be successful without considering every perspective, taking all points of view into account, and working to ensure a world in which everyone enjoys the same opportunities to develop.

Our employees are the most valuable asset we have as an IT company. The sum of the differences between us, our individual life experiences, knowledge and imagination, and the innovation, self-expression, and unique skills and talents that our employees bring to their work, constitutes an essential part of our culture as well as our reputation and success as a company.

We welcome and encourage diversity within our workforce in terms of age, skin color, disability, ethnic background, marital status, gender identity or expression, language, nationality, physical and intellectual capacity, political affiliation, race, religion, sexual orientation, socioeconomic status, and other characteristics that make our employees unique as individual persons.

USU's initiatives to promote diversity apply – but are not limited to – our practices and policies for recruitment and selection, remuneration and social security

benefits, professional development and training, promotion, relocation, social and leisure programs, redundancy and termination, and the continuous development of a working environment that builds on the principles of gender equality and diversity and that promotes and implements these principles:

- **Respectful communication and cooperation between all employees.**
- **Teamwork and employee participation that ensures the representation of all groups and perspectives.**
- **A healthy work-life balance through flexible working hours that take into account employees' differing needs.**
- **Employer and employee contributions to the different communities in which we operate in order to promote greater understanding and respect for diversity.**

All USU employees are obliged to treat others with dignity and respect at all times. All employees are expected to behave appropriately and in a manner that reflects USU's DEI principles during work, at corporate events in and outside the workplace, and at all other events sponsored or co-organized by the company. In addition, all employees are obliged to participate in

annual diversity awareness training in order to further their understanding and awareness of how to meet their responsibilities.

Any employee who demonstrates inappropriate behavior toward others may be subject to disciplinary action.



Employees who believe they are or have been in any way discriminated against in a manner that contradicts USU's DEI principles and initiatives should contact their manager or a representative of the Human Resources department or use our whistleblower system, which they may do anonymously if preferred

Whistleblower-Hotline: +49 (0)211/600 55-217

Dr. André-M. Szesny: [a.szesny\(at\)heuking.de](mailto:a.szesny@heuking.de)

USU has commissioned the external law firm Heuking Kühn Lüer Wojtekeinen to operate a whistleblower system for complaints in connection with this policy.