

DIVERSITY, EQUITY AND INCLUSION REPORT

Looking into 2023 and 2024



Executive summary

At Denнемeyer, we pride ourselves on being a global team where diversity and inclusion are integral to our company culture. Over the years, our team's diversity has naturally evolved, resulting in a balanced representation of female and male team members, with 54% of our workforce being female, and an age range spanning from 18 to 65. In 2023, recognizing the importance of consolidating these efforts, we embarked on a more dedicated DE&I initiatives, set to expand further in 2024.

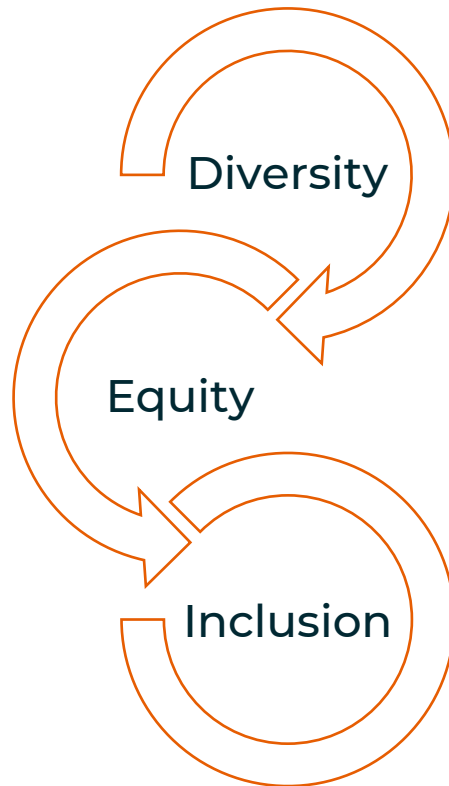
A significant milestone of 2023 was the establishment of the US DE&I committee. The committee, in collaboration with Management and Learning & Development, has been meeting regularly to define goals, prioritize ambitions, and determine actionable steps at both local and global levels.

Additionally, our Learning & Development team initiated a Culture and Values campaign in 2023, working towards a video series launching in 2024. This collective educational resource, created by our colleagues for our colleagues, features contributions from each of our global offices, aiming to foster understanding and inclusion by showcasing diverse cultures and sharing business-relevant insights.



What is diversity, equity, and inclusion?

As a starting point, it's crucial for all of us to have a clear understanding of the key concepts. Below, we outline our definitions for the fundamental principles guiding our initiatives.



Equality – Imagine everyone getting a pair of shoes.



Diversity – Imagine everyone getting a different type of shoe.



Equity – Imagine everyone getting a pair of shoes that fit.



Inclusion – Imagine everyone being supported, valued and accepted regardless of the type of shoe they wear.



Acceptance and belonging – Understanding we all wear different kinds of shoes and feeling as if you can wear yours without fear of judgement.

Our vision

Building a safe work environment for everyone.

As the world continues to evolve, our vision is to become **One Denne Meyer** by embracing our employees, their different cultures, and beliefs through four focused pillars of **Education, Outreach, Inreach, and Psychological Safety**, to create a safe work environment for everyone.



Education

Supporting value: *Respect*

By fostering a culture of learning, we empower our employees to broaden their perspectives, respect differences, and contribute to a more inclusive workplace.



Inreach

Supporting value: *Ownership*

By creating space for reflection, dialogue, and feedback, we can encourage our employees to participate in building our company culture and promoting inclusivity.



Outreach

Supporting value: *High quality service*

Through partnerships, events, and initiatives, we strive to make a positive impact on the communities we operate in.



Psychological safety

Supporting value: *Trust*

By prioritizing trust, respect and open communication, we can ensure everyone feels safe and contribute their best work to our team.



Our workplace: demographics

Data disclaimer

This report provides visibility to the reliable data we have based on teammates' voluntary self-identification but does not reflect the full diversity of our workforce.

Denne Meyer highly respects data protection and decisions in the personal sphere of our team members, the right to self-determination and choice of religion. We will **not collect data with regards to these highly personal decisions of our team members**. Therefore, no analysis will be made, and no diversity rating will be published with regards to **diverse genders, ethnic background, race, religion or LGBTQ identification**. Exceptions are only being made where legally obliged or team members voluntarily create awareness for reporting (e.g. USA).



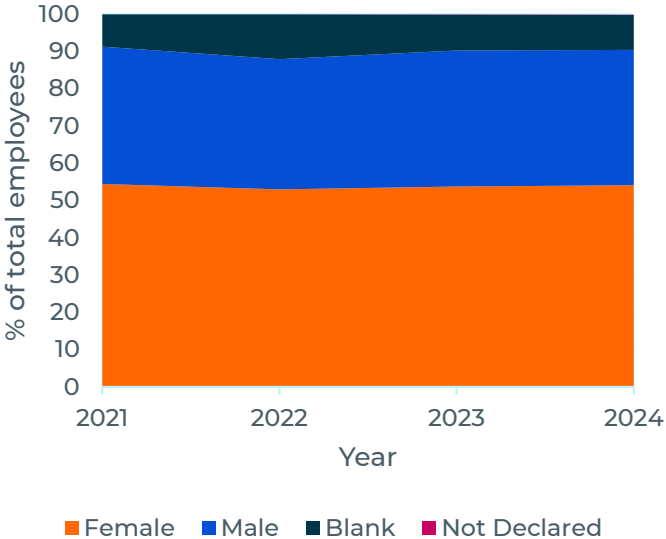
Our workplace: gender

Global gender distribution

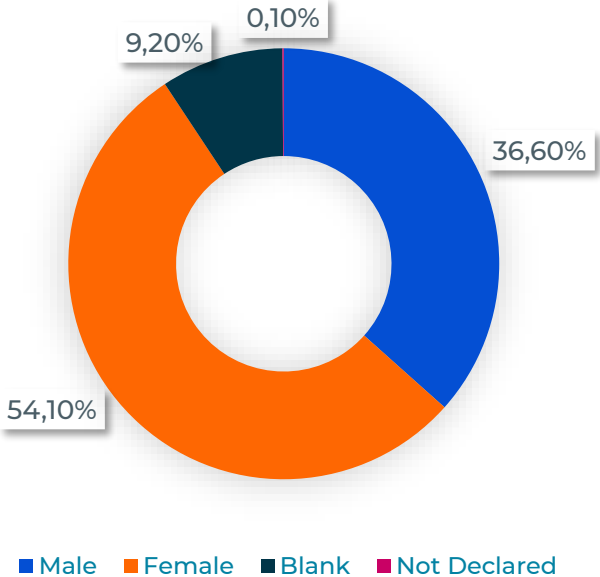
With approximately 54% of our workforce comprising women, our commitment to providing an inclusive work environment is evident. Over the past few years, we have tracked this metric, observing that the proportion of women has remained stable at around 55%. This sustained representation underscores our dedication to providing an environment that supports women through all stages of their careers, offering the necessary policies and resources for their continued success.



Employee Population Trend by Gender



Male/Female Distribution



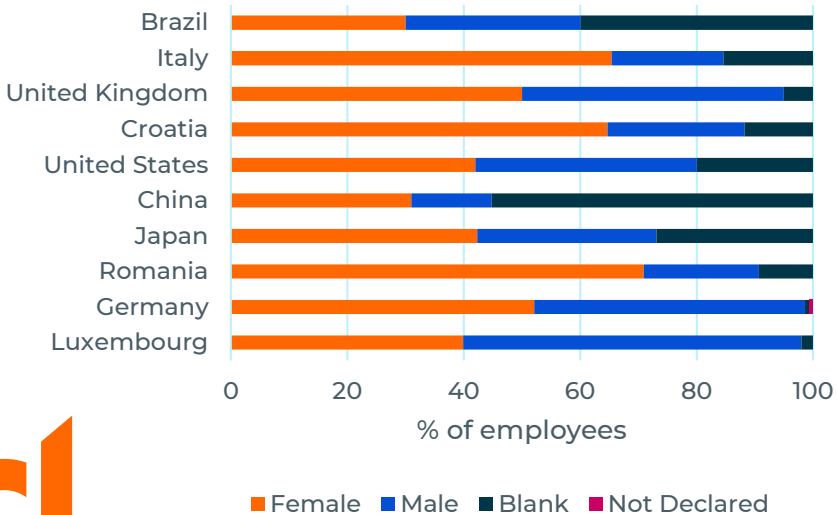
Our workplace: gender

Delving deeper into our global locations, the proportion of women typically ranges between 40% and 60%. At our major operational sites, Germany's workforce is approximately 52% women, Romania is 70% and in Luxembourg approximately 40%.

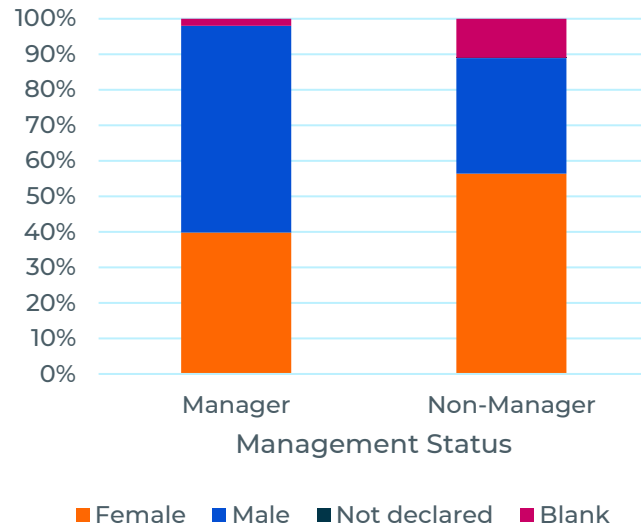
Looking at our company management, women represent around 40% of our managerial positions and hold seats on both our Supervisory and Executive Boards. However, it should be noted that there is a slight disparity between overall gender metrics and management roles. Moving forward, we are committed to analyzing and understanding these results, and where needed implementing strategies to align management demographics more closely with our overall gender distribution. This may include tracking gender representation within each department and actively working to increase female participation.



Male/Female Workforce Majority by Country



Manager Proportions by Gender

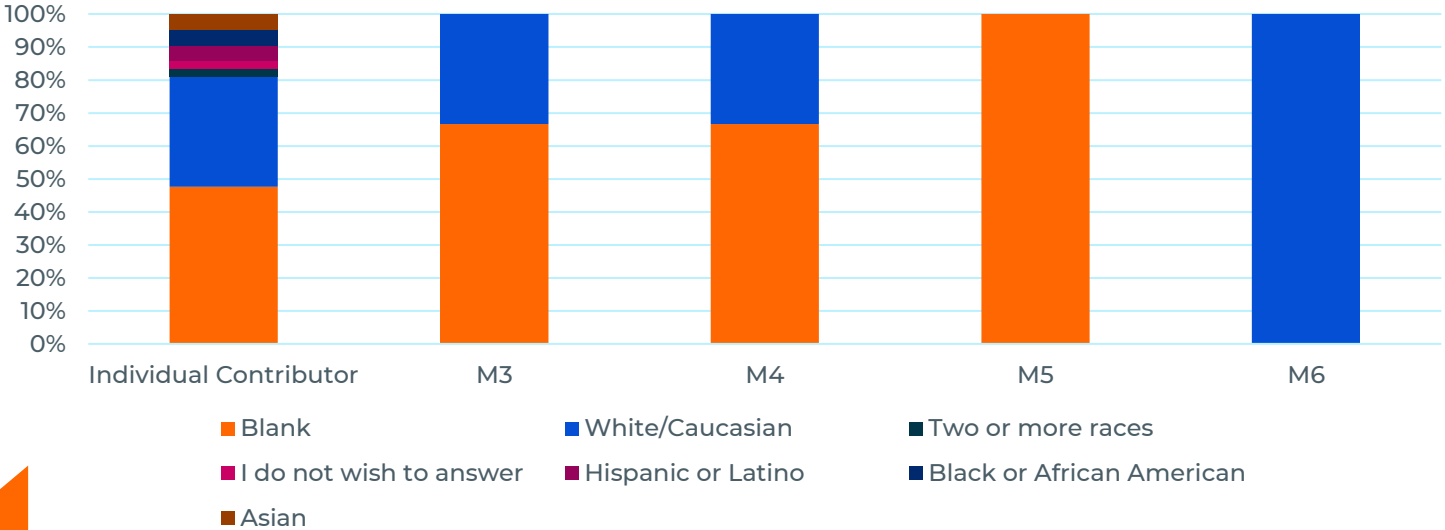


Our workplace: ethnicity

Ethnicity in our US team

While all our global teams value diversity, we currently only offer employees the option to volunteer race and ethnic background information where legally required, such as in the US. In our US team, most haven't disclosed this information, but among those who have, a significant proportion identify as white/Caucasian. We respect our employees' individual choices regarding the disclosure of their ethnic background; regardless of whether they choose to disclose this information, we need to continue to create an environment where everyone's identity is respected, included and celebrated.

Ethnicity/Management Level Analysis (US)



Diversity and Inclusion Statement

Denne Meyer is pledged to providing a supportive work environment and taking its part in building an inclusive society based on equal treatment. We value diversity in our company and are proud of our international team that has always fostered an inclusive and fair environment and brought people together as the #OneDenne Meyer team.

#OneDenne Meyer — a global team. Naturally diverse, consequently inclusive.

- We value our People and Entrepreneurship. In achieving our Mission, to act as one global team for service excellence in all aspects of IP, both values are guiding our organization. Honesty, transparency and openness are an integral part of our identity. Through this culture our global team has naturally grown a diverse work environment that strives for an inclusive team spirit every day.
 - It is our conviction that progress and success in society as well as our organization are fostered by the interaction and exchange of people with diverse abilities, experience, ideas, perspectives and background. This requires trust and respect between one another.
 - We strive to offer the opportunity and the support to everyone in our organization to perform at their best.



DE&I Initiatives



DE&I Metrics

- 54% female contributors
- 24 countries
- Age range from 18 to 65



Community support

- RO office annual community work:
 - Teach for Romania
 - Asociația Zi de Bine
 - World Wildlife Fund Romania
 - Brasov Heroes charity running event
 - Plant in Romania (tree-planting)
- Since 2020, Dennemeyer sponsors Projekt „Handwerkerschule“ in Brasov Romania, an educational initiative that promotes community work, preserves cultural and traditional knowledge, and facilitates cultural exchange among learners and professionals in traditional craftsmanship.
- UAE office supports disabled children home.
- LUX, DE, RO organizes blood drive.
- DE supports inclusive employment organizations, with a specific focus on providing opportunities for disabled individuals.
- US annual donation campaign with matching support from Dennemeyer. i.e., Feeding America.



Next Steps 2024

Leadership Workshop

- Intercultural communication
- Workshop for Team Leads

Team Workshop

- DISC-Profile Team Building Workshop
- Extrovert/Introverts Team-Building session

Culture and Values Project

- Video series showcasing cultural norms and business etiquette from all Dennemeyer locations

Networking Sessions

- Communication Across Borders Workshop
- Mystery Coffee platform update
- US team building initiative 'Peers in a Pod'

Creating a Culture of Belonging initiative

- Keynote speech: Kia Silver Hodge, Inclusion: A Catalyst for Connection and Growth
- Webinar: What is Diversity
- Workshop: Inclusive practices
- Percipio learning journey and additional resources
- Team building session: Languages of Appreciation



