

Diversity, Equity & Inclusion (“DEI”) Policy at the Lohmann Group





Foreword

Message of the CEO

At Lohmann, we recognize that diversity, equity and inclusion are not only moral imperatives but also foundational to our ongoing business success. Since our founding in 1851, we have upheld socially responsible and sustainable growth as central values, rooted in our belief that a company's strength lies in its people. Today, these principles are more critical than ever, driving us to promote a diverse workforce and inclusive culture that empowers us to adapt, innovate, and meet the demands of a global marketplace.

Lohmann's Diversity, Equity and Inclusion Policy is an extension of our core values and commitment to building a healthier, more productive, and ethically sound business environment. It reflects our dedication to creating a workplace where every individual, regardless of background, feels respected, valued, and empowered to reach their fullest potential. We believe that a diverse team, grounded in mutual respect and a shared purpose, drives creativity, growth, and sustainable development and that when people feel a true sense of belonging, they bring their best selves to work, allowing us to achieve extraordinary things together.

As a signatory to the Diversity Charter ("Charta der Vielfalt") and an active participant in the United Nations Global Compact (UNGC), Lohmann has embraced global standards in diversity and inclusion. These commitments affirm our responsibility to foster a culture of inclusivity, equity, and respect, reinforcing that diversity is not only a priority for today but a vision guiding us toward a sustainable and resilient future.

This policy represents our collective commitment to inclusion as a shared value uniting us. I invite you to join me in making diversity, equity, and inclusion a personal commitment, one that will strengthen our mission and shape a truly inclusive Lohmann for generations to come.

Best regards,

Dr. Jörg Pohlman

Diversity, Equity & Inclusion Policy at the Lohmann Group



1. Preamble

At Lohmann, diversity, equity, and inclusion (“DEI”) are integral to our mission to drive sustainable and responsible growth. In a global context, these values not only reflect our social responsibilities, but also enable us to adapt to evolving markets and promote innovation. By embedding DEI into the Lohmann culture and strategy, we create a foundation for resilience and long-term success. This policy outlines the steps we are taking to ensure that DEI principles are embedded into our daily operations.

2. Objective

The purpose of this policy is to integrate DEI principles into Lohmann’s culture, processes and practices. By doing so, we strive to create a workplace where everyone, regardless of background, has the opportunity to contribute their unique skills and perspectives. This approach supports our commitment to fairness, respect and sustainable growth.

3. Scope

This policy applies globally to all employees (executives, managing directors, leaders, as well as all staff in Lohmann’s legal entities worldwide). Additionally, it applies to individuals functionally equivalent to employees, such as contracted workers. It applies as determined by the relevant executive body or managing director of each entity within Lohmann.

4. Local Adaptation

In implementing this policy across Lohmann’s international entities, compliance with applicable national and supranational laws is required, along with consideration for local cultural practices and, where relevant, the rights of recognized employee representative bodies. Any adjustments necessary for local adaptation must be undertaken in consultation with the policy issuer to ensure alignment with Lohmann’s standards. In Germany, implementation must prioritize German and supranational legal requirements, as well as existing collective agreements and the participation rights of authorized employee representation bodies.

5. Definitions

“Diversity” is the recognition and respect of individual differences. It involves promoting an environment where a range of perspectives, backgrounds, and experiences are represented, creating a culture of creativity and innovation. This includes, but is not limited to, differences in race, ethnicity, gender, age, disability, sexual orientation, religion, belief, education, family status, language, and experience. A diverse environment values varied viewpoints, allowing everyone to contribute uniquely to the organization’s goals.



“Equity” refers to the commitment of ensuring fair treatment, access, and opportunities by addressing systemic barriers and individual needs. It recognizes that not everyone starts from the same place and may face unique challenges due to factors such as race, gender, age, disability, or social background. Unlike equality, which involves treating everyone the same, equity involves implementing strategies and solutions to remove barriers to participation, enabling everyone to reach their full potential, encouraging a workplace culture built on fairness and equitable outcomes.

“Inclusion” means creating a culture where every individual feels welcomed, respected, and valued. It goes beyond diversity by promoting an environment where people of all backgrounds can actively participate and thrive. True inclusion requires awareness of unconscious biases and a commitment to managing them, ensuring that everyone can contribute fully and feel a sense of belonging within the organization.

6. Commitments

Embracing Diversity

We commit to recognizing, respecting, and integrating diversity in all its forms. We value dimensions such as race, ethnicity, gender, age, disability, sexual orientation, religion, belief, education, family status, culture, language, and experience. We strive to promote an inclusive environment where every individual feels valued, supported, and empowered. This commitment strengthens our organization and enables us to fully realize the potential within our diverse workforce.

Ensuring Equal Opportunity

We are dedicated to ensuring that all employees, regardless of their race, ethnic origin, gender or gender identity, religion or belief, disability, age, or sexual orientation, have fair access to opportunities for growth and development. We recognize that individuals may face unique challenges and systemic barriers, and we are committed to addressing these by creating pathways that enable career advancement for everyone. Our approach ensures that decisions are informed by merit and contributions while developing an inclusive and supportive environment that promotes fairness and equal outcomes.

Discrimination-Free Workplace

We strive to uphold a workplace free of discrimination, harassment, or any other form of exclusion. This includes preventing microaggressions, addressing implicit biases, and ensuring that our workplace is not only compliant with all relevant laws but also a leader in promoting ethical practices.

Inclusive Leadership

Recognizing the impact of leadership on our organizational culture, we commit to developing leaders who are not only diverse in background but also skilled in inclusive leadership practices. This involves regular training and assessments to ensure our leaders are equipped to lead an inclusive environment.



Enhancing Diversity, Equity & Inclusion

We are committed to continuously enhancing diversity, equity and inclusion across all aspects of our organization. Our approach includes actively monitoring for systemic barriers and inequities that may exist within our organizational processes and determining appropriate measures to respond to identified areas.

Continuous Improvement

Recognizing that the landscape of diversity, equity and inclusion is continually evolving, we commit to ongoing learning and adaptation of our policies and practices. We seek feedback from our employees and engage in regular reviews of our DEI initiatives to ensure they remain effective and relevant.

7. Our Diversity, Equity & Inclusion Focus Areas

Age diversity brings together a range of perspectives, experiences, and skills from different generations. With up to four generations in the workforce, each with unique needs and life situations, Lohmann recognizes the importance of creating an inclusive environment that values the contributions of all age groups. By acknowledging the benefits of age-diverse teams and supporting knowledge transfer, Lohmann ensures that employees at every stage of their careers can thrive. Additionally, this approach prepares the organization for sustainable talent management and succession planning, advancing long-term organizational success.

Diverse ethnic backgrounds and nationalities offer immense potential for Lohmann by bringing diverse perspectives and skills to our organization. We are committed to creating an inclusive environment that values and integrates individuals from various cultural heritages, ensuring all feel visible and respected. By embracing this diversity, Lohmann enhances its innovative strength, improving its ability to effectively navigate challenges, adapt to change, and respond to evolving global demands.

Gender diversity plays a vital role by advancing a workplace that values and respects individuals of all gender identities. Promoting gender balance and addressing gender stereotypes supports an inclusive culture, enhancing employee engagement and innovation. By focusing on gender diversity, Lohmann aims to improve representation in leadership, ensure equitable opportunities across departments, and support the professional development of all employees. This commitment re-elects Lohmann's dedication to creating a diverse environment where everyone can contribute to the company's success, ultimately driving sustainable organizational growth.

Religious beliefs and worldviews contribute to the richness of Lohmann's workplace culture. We are committed to promoting an environment where employees feel comfortable practicing their faith. Lohmann supports an inclusive workplace that values and respects the diverse spiritual and cultural needs of our employees, promoting mutual understanding and respect across the organization.

Sexual orientation is an integral part of each individual's identity, and Lohmann is committed to advancing a workplace where everyone feels free to be themselves. We believe that an open and inclusive approach to all sexual orientations enhances comfort, motivation, and productivity. By supporting an environment of respect and acceptance, Lohmann ensures that no employee feels the need to hide any aspect of their personal identity, allowing everyone to fully contribute to our shared success.



Disability is an important aspect of diversity, and at Lohmann, we strive to create an accessible and inclusive workplace where individuals with physical and mental disabilities can fully participate. We aim to provide fair opportunities, appropriate workplace accommodations, and strengthen awareness to address barriers. By promoting an environment of respect and support, we strive to ensure that every individual can contribute their skills and talents.

8. Realizing Commitments

The DEI policy at Lohmann is owned by the Executive Board, ensuring it is prioritized and embedded at the highest level of leadership. Its execution is jointly managed by Global Human Resources and Global Sustainability Offices, driving integration across the organization. Oversight is provided by the Legal Department to ensure alignment and compliance and governance standards. This approach integrates DEI into our core strategies and practices, reflecting our commitment to an inclusive and diverse workplace.

The following measures guide our sustainable integration of DEI across the organization.

Leadership and Accountability

- **Goals & Strategies:** We commit to the prioritization of DEI at the highest levels of leadership, with Global Human Resources and Global Sustainability Offices actively setting goals and strategies that reflect Lohmann's commitment to inclusivity. Within the international context, these offices will support legal entities in developing localized goals and strategies that are customized to reflect current realities, local conditions and to ensure practical, achievable progress toward DEI objectives.
- **Data Analysis:** We commit to a systematic collection and analysis of data related to work-force diversity, including recruitment, retention, and promotion rates of underrepresented groups. This analysis helps identify trends, measure progress against stated diversity goals, and pinpoint areas needing improvement.
- **Transparent Reporting:** As part of the Sustainability Report and further communication channels, DEI achievements and challenges over the year will be reported annually. This report will be accessible to all stakeholders and will serve as a transparent account of our progress towards creating a more diverse and inclusive workplace.

Implementation and Strategic Focus

- **Training:** Lohmann recognizes the importance of training on DEI topics to its employees, promoting awareness and creating a foundation for an inclusive culture.
- **Preventing Unconscious Bias:** We actively promote DEI principles by embedding them within our HR processes to reduce unconscious biases, incorporating equity into every stage of the employee journey including recruitment, career development, and succession planning.

Communication and Networking

- **Visibility:** We are committed to improving visibility for underrepresented groups.
- **Connections:** We are dedicated to ensuring that connections with internal and external DEI communities are maintained through active participation in diverse working groups, building a supportive network aligned with this policy.



9. Policy Review

This policy is owned by the Executive Board and will be reviewed annually. Any updates will be communicated to relevant teams to ensure alignment and continued progress.

Approved by the Executive Board of the Lohmann Group

Neuwied, April 8, 2025

Dr. Jörg Pohlman
CEO

Dr. Carsten Herzhoff
COO



Lohmann GmbH & Co. KG
Irlicher Straße 55
56567 Neuwied / Germany
Phone: +49 2631 34-0
info@lohmann-tapes.com
www.lohmann-tapes.com