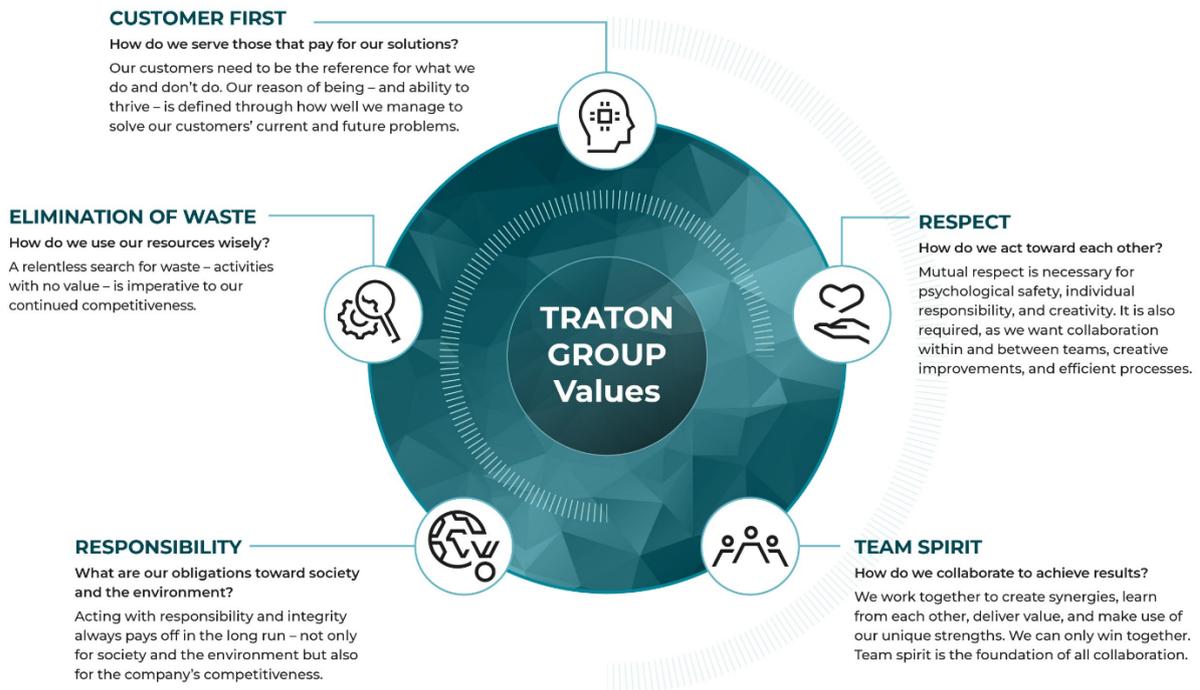


## TRATON GROUP DIVERSITY & INCLUSION COMMITMENT

### WHY DIVERSITY & INCLUSION AT TRATON GROUP?

Diversity & Inclusion, and equal opportunities are essential for thriving societies. At TRATON GROUP we view Diversity & Inclusion as central to our success and crucial for reaching our goals as a company and as a responsible employer. Therefore Diversity & Inclusion is an integral part of our TRATON Strategy and our activities regarding ESG (Environmental, Social, Governance). One of the preconditions for achieving our goals is a strong collaboration culture incl. the ability to welcome and fully utilize differences to join forces, always in line with our company values.



Diversity & Inclusion at TRATON GROUP is our long-term strategic approach to ensure future success by developing our corporate culture through capturing and supporting the diversity of skills, experience, knowledge, and the perspectives of our most valuable asset – our employees.

We do not discriminate or tolerate discrimination on grounds of ethnic or national origin, sex, gender identity, religion, views, age, disability, sexual orientation, skin color, political views, social background, or any other characteristics protected by law. We embrace diversity, actively encourage inclusion, and create an environment that fosters each employee's individuality in the interests of the Company. We aim to consciously bring together, develop and support people with different experiences, educational backgrounds, and personalities. To us, Diversity means having different perspectives, people, and ideas present, acknowledging them, and valuing them. When we talk about Inclusion, we mean our ability to include all those aspects of diversity in our decision making and everyday work.

We believe Diversity & Inclusion has positive impact:

- For our organization, that means we can attract and retain talent and competencies from a wide pool of skills / perspectives / experience and make full use of them.
- For our employees, that means creating an inclusive work culture that promotes belonging, engagement, satisfaction and psychological safety which enables us to thrive throughout the employee lifecycle.
- For our customers it means better products and services thanks to better understanding of their needs, innovation, and creativity along our entire value chain.
- For the global community that we are part of, it means that we fulfill our social responsibility, e.g., via collaboration with and support of local and global organizations that share our TRATON GROUP values.
- For our shareholders it means sustainable positive impact on metrics like employee retention, profitability, and revenue – research shows: the most diverse companies are more likely than ever to outperform less diverse peers.

## OUR COMMITMENTS & ACTIONS

Diversity & Inclusion is sustainably integrated into our everyday business at TRATON GROUP. It is fundamentally anchored, and effectively implemented through a set of strategies and measures across all our brands. We follow up on the success of our Diversity & Inclusion initiatives through relevant KPIs and their regular evaluation. To support this and ensure continuous best-practice sharing, we established a Group Diversity & Inclusion team with representatives from the diversity management teams from each of the brands across TRATON GROUP.



### EQUAL OPPORTUNITIES

We offer equal opportunities for everyone. As a matter of principle, our employees are chosen, hired, and supported based on their qualifications, potential and skills.



### CODE OF CONDUCT

Diversity & Inclusion is an integral part of our code of conduct and must therefore be known and respected by all employees.

### EMPLOYEE ENGAGEMENT



We support employee resource groups / networks focusing on various dimensions of diversity as well as ambassadors who support the roll-out of Diversity & Inclusion trainings. Employee representatives play an important role in the support of Diversity & Inclusion.

### LEADERSHIP



The leaders in our organization play a critical role in role modeling behaviors, promoting, and sustaining a culture of inclusion where everyone feels valued, respected, and empowered to do their best work. Diversity & Inclusion plays an integral role in Leadership development at TRATON GROUP.

### TRAINING & CONTINUED PROFESSIONAL DEVELOPMENT



All TRATON GROUP brands ensure the continued development of our employees on the topic of Diversity & Inclusion through events, training courses and seminars. We aim to support change and leverage our collective intelligence e.g., via interactive workshops focusing on Diversity & Inclusion under specific business requirements and change of mindset, as well as action plans implemented by each team.

### PROCESSES & POLICIES



Our processes and policies are continuously revised and updated to promote Diversity & Inclusion throughout the employee lifecycle on a brand specific needs basis.

### BROADENING OUR SCOPE / COLLABORATION WITH PARTNERS

We underpin our commitment to Diversity & Inclusion not only internally but via memberships and partnerships with key stakeholders.



### TRANSPARENCY

We aim for active and purposeful transparency on our activities and initiatives related to Diversity & Inclusion via communication to both internal and external stakeholders.



## **WE ARE ALL RESPONSIBLE**

... for promoting and living Diversity & Inclusion at TRATON GROUP:

- As TRATON GROUP Executive Board together with the employee representatives, we act as role models, living Diversity & Inclusion ourselves and holding our teams accountable. We take responsibility for the long-term strategic approach of Diversity & Inclusion at TRATON GROUP.
- All leaders within TRATON GROUP shall act in line with our understanding of Diversity & Inclusion and consider it in their everyday decision making.
- All employees of TRATON GROUP have the responsibility to treat others with respect and are expected to act in line with our concept of Diversity & Inclusion.

TRATON and its brands are responsible for implementing respective measures and taking actions to preserve, foster and enhance a culture of Diversity & Inclusion.

We hereby demonstrate our commitment to Diversity & Inclusion and its sustainable integration into our everyday business and corporate culture across TRATON GROUP.

Munich, February 21<sup>st</sup>, 2023

### **TRATON GROUP** **Employee representation**



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**Karina Schnur**  
*Chairperson of the  
TRATON SE Works Council*



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**Michael Lyngsie**  
*Chairperson of the  
TRATON SE Works Council*



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**Markus Wansch**  
*Deputy Chairperson of the  
TRATON SE Works Council*



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**Mari Carlquist**  
*Deputy Chairperson of the  
TRATON SE Works Council*

## TRATON GROUP Executive Board



**Christian Levin**

*Chief Executive Officer of TRATON SE  
& CEO Scania*



**Annette Danielski**

*Member of the Executive Board of  
TRATON SE, responsible for Finance and  
Business Development*



**Bernd Osterloh**

*Member of the Executive Board of  
TRATON SE, responsible for Human  
Resources*



**Alexander Vlaskamp**

*Member of the Executive Board of  
TRATON SE & CEO MAN*



**Antonio Roberto Cortes**

*Member of the Executive Board of  
TRATON SE &  
CEO Volkswagen Truck & Bus*



**Mathias Carlbaum**

*Member of the Executive Board of  
TRATON SE & CEO and President of  
Navistar International Corporation*