

## SONION DIVERSITY, EQUITY AND INCLUSION POLICY

### 1 Scope and Background

Sonion is a global and international organization, and we recognize the value of a diverse workforce that brings varied experiences, ideas, and innovation to the workplace. Sonion is committed to ensuring that diversity, equity, and inclusion are embedded across our whole organization, and this Policy is a supplement to the Sonion Code of Conduct, supporting our values of being supportive and responsible **and supporting our diversity goals.**

This Policy applies to all individuals associated with Sonion, including but not limited to employees, directors, officers, agents, contractors, consultants, suppliers, and business partners worldwide. It extends to all business activities, operations, and relationships within and outside our organization. In Sonion, we will use our relationships with suppliers and business partners to encourage and promote inclusion and diversity.

This Policy applies to all Sonion locations and may be supplemented by local diversity policies.

### 2 Our Commitments and Aspirations

In Sonion, we want to foster a workplace culture that welcomes employees of all backgrounds and where all feel valued and appreciated for their unique set of skills, characteristics, and contributions.

Diversity, equity, and inclusion is an area that are evolving and changing, and in Sonion, we have set the following commitments and aspirational targets to support our goals:

- We do not discriminate on the basis of race, color, sex, disabilities, religion, political opinion, national extraction, sexual orientation, gender identity, or social origin.
- We strive to create an inclusive workplace that reflects and values our workforce's local and individual differences, making everyone feel accepted and respected.
- We strive to be an inclusive workplace that evaluates all candidates for available positions equally.
- We want to ensure a relevant gender and diversity balance in our overall employee population and management teams.
- We want to ensure a diverse composition of employees in our global management team and will set targets to reach a more diverse senior management team.
- We will actively use our recruitment process to ensure a strong focus on diversity by requiring that both genders represent Sonion in the recruitment process.
- We will, for all open positions, as far as possible, include candidates of the underrepresented gender.
- We will, for all managerial positions, require that there is at least one candidate of the underrepresented gender included in the recruitment process.
- We select employees based on their competencies, skills, and overall ability to do the job.
- We strive to create a work environment that provides our employees with equal and fair personal and professional development opportunities.

- We will raise awareness of diversity, equity, and inclusion at all relevant levels of the organization.
- We aim for and encourage transparent communication, a strong feedback culture, openness to new perspectives, and information sharing to enable a culture of shared accountability and responsibility.
- We will measure and monitor our diversity, equity, and inclusion performance as part of our ESG strategy and initiatives and communicate on our progress in our annual ESG report.

### 3 Responsibilities

#### Board and Management:

The Board of Directors has the overall responsibility for ensuring that this Policy complies with Sonion's legal and ethical responsibilities and obligations. The senior management team and managers at all levels must lead by example, setting the tone from the top and establishing a culture of inclusion and diversity. All managers are responsible for implementing this Policy and must actively support our commitment to inclusion, equity, and diversity.

#### Employees:

All Sonion employees must familiarize themselves with this Policy. Every Sonion employee is accountable for enabling a culture of inclusion. How employees act will impact whether others feel safe, included, and appreciated. Inclusion can be demonstrated by helping colleagues perform their work tasks, socializing and showing compassion towards others, and speaking out when non-inclusive behaviors are displayed.

Sonion employees must raise concerns and actively report any suspected or actual breaches of this Policy through the relevant channels.

### 4 Breach of this Policy

Breach of this Policy will result in appropriate disciplinary action, which may include termination of employment or business relationships. In addition to internal consequences, individuals may be subject to civil or criminal penalties as prescribed by applicable laws.

### 5 Reporting of Concerns and Breaches

Any concerns or suspected or actual breaches of this Policy must be reported immediately through your local HR Manager, Local Managing Director, or the Head of Compliance/General Counsel.

If you are not comfortable with this, or in case you have already taken action as described above, and you believe that the issue has not been handled correctly, you may report the issue to the Sonion Whistleblower Line in accordance with the Sonion Whistleblower Policy. You can access the Sonion Whistleblower Line here: <https://report.whistleb.com/en/sonion>

Any reported incidents will be promptly investigated, and appropriate actions will be taken, including implementing corrective measures and disciplinary actions. In Sonion, we will not tolerate harassment,

vengeful actions, or other types of sanctions against any person who, in good faith, files a report or who assists Sonion in connection with the processing and investigation of a case. There will be no acts of retaliation taken against any employee who reports, in good faith, a violation or who assists Sonion with the investigation of a case.

## 6 Information

If you have any questions with respect to this Policy, contact the Head of Compliance/General Counsel or the respective local HR Managers.

## 7 Policy Review

This Diversity, Equity, And Inclusion Policy will undergo regular reviews to ensure it meets our commitments and aspirations in relation to diversity, equity, and inclusion. Updates will be made as necessary to align with changes in laws, regulations, or industry best practices. The most recent version of this Policy will always apply.