



neways

Neways Electronics International N.V.

Diversity and Inclusion Policy

Management Approval and Responsibility

The Management Board of Neways Electronics International N.V. (**Neways**) adopted the following policy on 6 November 2023. The Management Board is responsible for overseeing Neways' Diversity and Inclusion (**D&I**) strategy and initiatives.

Purpose

Neways recognizes that for the success of the company, a culture of diversity, equity and inclusion is essential and therefore Neways fosters such a culture. As we continue to grow, we truly want to keep building our diverse and inclusive workplace. Our human capital is the most valuable asset we have. The collective sum of the individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent that our employees invest in their work represents a significant part of not only our culture, but our reputation and company's achievement as well. We embrace and encourage our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, and other characteristics that make our employees unique.

Please also refer to the *Diversity and Inclusion Policy Statement* signed by our CEO.

Scope

This policy applies to Neways Electronics International N.V., its direct or indirect, wholly- and majority-owned subsidiaries (**Neways** or **Company**) and their directors, officers, full-time, part-time and seconded employees (**Personnel**). This policy applies in all countries in which Neways operates or conducts business. This policy is broad in nature and includes values, initiatives, standards, practices and achievements with respect to D&I.

Creating Awareness and Training

We strongly believe that in any organization, addressing bias is an ongoing journey that needs structural changes to policies and operations. Increasing awareness within Neways is vital, but training people to manage their biases, change their behaviors and monitor how they are doing business takes it to the next level. Therefore we offer various trainings to our Personnel, also through independent specialized third parties:

- Cultural Diversity: learn to navigate today's ever-changing cultural landscape by embracing diversity in your daily life, and at work too;
- Social Intelligence: open communication to create a trusting work environment that will enable that Personnel can be their true self;
- Giving and asking for feedback: helps Personnel to better formulate their arguments and therefore be able to subtly put an (unbiased) opinion on the table.

Recruitment

Bias in the workplace limits diversity, recruitment, promotion and retention. It can shape a company's culture and standards if left to languish. Neways seeks to break biases to become more diverse, equitable, and inclusive. Identifying how bias shows in talent management, training and development, performance management and talent acquisition plays a major role. All our recruiters go through

interactive bias-at-work training to help them identify their own biases and how to reduce the risk of bias in recruitment. The training helps our recruiters support their managers in minimizing bias during the hiring process. Other practices that we make use of to reduce bias include, to the extent appropriate, assessing competency rather than specific experience and diverse interview panels.

Leadership

Neways provides training for managers to create a diverse and inclusive culture. Acting on situations remains a continuous learning path. Previous positive and less positive experiences with different people can lead to a preference for one or the other. In our leadership training and follow-up, we encourage an open mindset and a transparent explainable behavior.

In addition, business ethics are an important assessment factor in developing our leadership team.

An international workforce

We are committed to fostering an international work environment where every employee can thrive. We promote diversity by offering opportunities for international mobility as well as intercultural training and cross-cultural work teams, which are major factors of individual and career development.

Equal opportunity globally

At Neways, equality across the board is key. We strongly believe that diversity is vital to our business and we are committed to creating an atmosphere where everyone can feel like they belong. We nurture an environment comprising of a group of people who are not only diverse in skillset, but also in backgrounds, perspectives, experience, disability status, ethnicity, age, gender identity and sexual orientation among others. In doing this, we stand against racism, discrimination, and bias of any kind, striving to ensure that everyone feels equally welcome and embraced.

Gender balance

Neways is proud to have a well-balanced workforce between men and women. We empower the women in our organization and are committed to promoting equal opportunities. We seek to increase the share of women in senior management positions.

Disability and accessibility

We have made good progress over the years towards better accessibility for disabled people. In our production facilities we take into account the diverse nature of disability (including hidden or invisible impairments) and how to support different needs.

LGBTQIA+

LGBTQIA+ inclusion is an integral part of our diversity and inclusion framework. We are committed to creating an inclusive workplace for all of our employees through awareness raising and positive action. We continuously seek to:

- create allies to allow for positive change;
- review our policies and guides to ensure wording is inclusive and without bias;
- grow our networks and LGBTQIA+ inclusive initiatives.

Zero tolerance for harassment, bullying and racism

At Neways, i.a. our Code of Conduct, Business Ethics Policy, and Human Rights Policy describe values and principles that every employee of Neways must observe in the course of their work. These rules of conduct guide our behavior when acting within or on behalf of Neways. In particular, we are committed to fostering respect for human dignity and for employees' work, and to a zero tolerance policy for harassment, bullying and racism. Individuals who believe they have been subjected to harassment are encouraged to immediately report the incident in accordance with our Whistleblower (Speak Up) Policy. All complaints will be promptly and thoroughly investigated.

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Approved by the Management Board and the
Supervisory Board

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