

Employer of Choice Policy of the ZAHORANSKY Group

Our Understanding

Qualified and motivated employees are crucial to our company's success.

At ZAHORANSKY, we see ourselves as a dynamic team that pursues the same mission and thus achieves its goals together.

We offer motivated and reliable employees interesting and varied tasks in a wide variety of areas. By systematically supporting our employees, creating motivating working conditions and offering flexible working models, we ensure a positive and sustainable social impact. In doing so, we always focus on a high level of employee satisfaction, promote diversity, equal opportunities and inclusion, and respect human rights in all areas.

We offer our employees fair wages and individual and/or collective agreements on their working conditions and hours.

Scope of application


With this policy, we are creating the basis for being an employer of choice by ensuring optimal working conditions and a high level of employee satisfaction, as well as ensuring respect for human rights.

Principles of our actions

We attract and retain professionals who share our values and promote their professional and personal development. Professional and respectful interaction with each other is the basis of our corporate culture.

Our goals and key figures

Qualitative goals	Quantitative goals	KPIs / Target Values	Time horizon
We offer fair wages for all employees.	All wages are at or above the respective labour market level	Average wage level compared to the market	With immediate effect
We offer individual and/or collective agreements on working conditions and working hours	100% of employees with an employment contract and a fixed maximum working time	100% of employees with agreements on working conditions and working hours	With immediate effect

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Qualitative goals	Quantitative goals	KPIs / Target Values	Time horizon
to all employees.			
We promote diversity, equal opportunities and inclusion.	Balanced management teams	25% of women in management positions	By 2027
We respect human rights and related ILO conventions without compromise	No employees under the age of 16 No forced labor No human trafficking No discrimination and harassment	Number of each = 0	With immediate effect

Principles & Standards


We commit to supporting and respecting the protection of international human rights and ensuring that we are not complicit in human rights violations. We also uphold freedom of association and the effective recognition of the right to collective bargaining, advocate the elimination of all forms of forced labour and the abolition of child labour, and consistently advocate the elimination of all discrimination in employment and employment.

Governance & Responsibility

- **Strategic Responsibility:**
Management, Human Resources
- **Operational implementation:**
Human Resources
- **Support:**
Human Resources, Executives

Compliance & Reporting

- **Compliance:**
Compliance with this policy and local legal obligations regarding the material topic of "preferred employer" is regularly monitored by the Group Executive Board and the Compliance Management Board and checked on a random basis during audits
- **Reporting:**
The status and actions taken to achieve the goals and targets for the "Preferred

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Employer" theme, as well as the consolidated performance of the KPIs, are reported annually and published in the Sustainability Report

Todtnau, 13.11.2025

Ric Nachtmann

Dr. Heinrich Sielemann

