

DIVERSITY EQUALITY INCLUSION POLICY

January 2025

KOMMUNAL
KREDIT

01

DIVERSITY, EQUALITY, AND INCLUSION AT KOMMUNALKREDIT

We recognise this philosophy in our mission to create a better world by enabling the development of sustainable infrastructure, thereby enhancing quality of life—not only for ourselves but also for future generations.

Diversity within our workforce is a cornerstone of our success, driving innovation and growth in our modern, dynamic organisation. The more than 25 nationalities represented by our employees foster a vibrant, inclusive corporate culture that thrives on diverse perspectives and ideas. Respect, appreciation, and fairness, coupled with recognition of each individual's unique abilities and needs, are fundamental to creating a workplace where everyone can flourish.

Our commitment to diversity is integral to our identity and shapes our future as a truly international organization, grounded in the belief that the best ideas arise from the collaboration of individuals with varied experiences and abilities. This di-

versity fuels innovation, enhancing our resilience and creativity while fostering a culture where everyone can thrive and reach their full potential. We understand that embracing diversity not only strengthens our community but also attracts top talent and paves the way for a brighter, more inclusive future.

Diversity is embedded in our corporate strategy, and we are unwavering in our commitment to ensuring that discrimination has no place in our organisation—whether based on gender, sexual orientation, age, ethnic or social origin, cognitive or physical ability, family responsibility, genetic traits, religion, or belief.

**'Every individual matters.
Every individual has a role to play.
Every individual makes a difference.'**

Jane Goodall

02

FRAMEWORKS WE SUPPORT

The DEI Policy applies to all subsidiaries of Kommunalkredit Group, reflecting our commitment to social responsibility for employees and stakeholders. It defines diversity, equality, and inclusion, providing guidelines on roles, responsibilities, and behavior across the organization.

- **Commitment to Regulatory Standards and Sustainability**
Kommunalkredit Group supports global and European frameworks promoting sustainability, diversity, and inclusion. We adhere to initiatives like the **Global Reporting Initiative (GRI)** and **European Sustainability Reporting Standards (ESRS)**, emphasizing corporate transparency, accountability, and social responsibility.
- **Alignment with the UN SDGs**
Kommunalkredit's DEI efforts contribute to the United Nations' Sustainable Development Goals (SDGs), with a particular focus on:
SDG 5: Gender Equality
SDG 10: Reduced Inequalities
- **OECD Guidelines for Multinational Enterprises**
Kommunalkredit Group aligns its operations with several internationally recognized frameworks to ensure adherence to human rights, labor standards, and environmental and social governance principles, including:
UN Guiding Principles on Business and Human Rights
ILO Declaration on Fundamental Principles and Rights at Work
International Bill of Human Rights
- **Code of Conduct**
Kommunalkredit's **Code of Conduct** outlines expected behavior, fostering a culture of integrity, respect, and compliance throughout Kommunalkredit. It serves as a guiding document for ethical and professional conduct.



03

DIVERSITY, EQUALITY AND INCLUSION MANAGEMENT

Diversity Management is part of the People and Culture department, which develops and implements company-wide diversity strategies in collaboration with managers and the Executive Board. Progress is reviewed annually with the works council.

Within the company, diversity management includes:

- **Anti-Discrimination and Harassment**
Training programs for managers and employees address the prevention of discrimination and harassment, fostering an inclusive workplace.
- **Gender Pay Gap**
Kommunalkredit ensures gender-neutral remuneration policies and conducts annual analyses to eliminate the gender pay gap within occupational groups by 2025.
- **Women in Leadership**
The goal is to fill at least 30% of management positions with women by 2025, achieved through inclusive recruitment, gender-neutral job descriptions, and talent development initiatives.
- **Board Diversity**
We plan to implement specific measures to maintain a balanced pool of candidates for management and Supervisory Board positions.
- **Work-Life Balance**
Flexible work options, including remote work and part-time schedules, support employees in balancing professional and personal commitments.
- **Training and Development**
Workshops, language courses, and mentoring programs support employee growth and career progression, fostering engagement and talent retention.
- **Performance Reviews**
Semi-annual reviews between employees and supervisors focus on goals, performance, training, and development, reinforcing open communication and inclusivity.
- **Works Council**
Kommunalkredit and KPC each have an independent works council at their Vienna location. The Works Council serves as a point of contact for addressing complaints, allowing employees to voice their concerns.
- **Additional Initiatives**
Kommunalkredit Group takes an active role in promoting equal opportunities and strengthening the role of underrepresented genders in banking and finance professions.
Equal Opportunities in Finance: Participation in initiatives like Vienna Daughter's Day highlights STEM careers for young women.
Trade Fairs: Kommunalkredit promotes gender diversity through gender-neutral approaches and showcases female leaders as role models.

