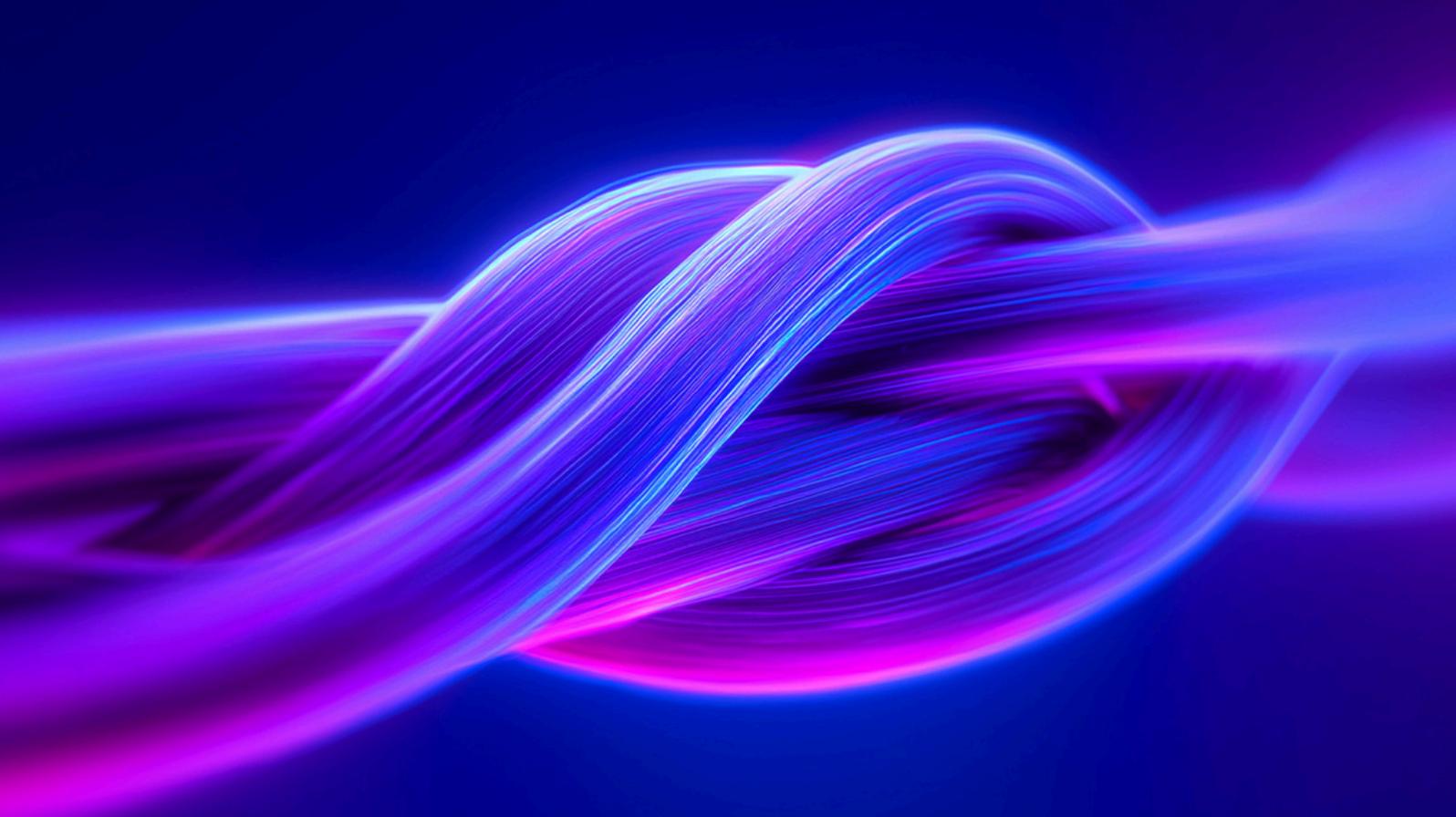




Our statement for diversity and against extremism, racism and exclusion

2024



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MaibornWolff is based on the fundamental values of human dignity, tolerance, freedom, self-responsibility, and respect for others. We employ people from 44 nationalities and different cultural backgrounds, at locations in Germany, Spain, Tunisia, and Rwanda. This openness to diverse influences enriches our perspectives and our corporate culture.

Based on this fundamental belief, we actively stand for diversity and firmly oppose any form of extremism, exclusion, and discrimination.

- We consider the value of every individual as absolute and non-negotiable – regardless of external characteristics or origin, and regardless of what a person contributes in the business world.
- We firmly advocate a mindset that values differences and actively promotes cultural, religious, linguistic, or ethnic diversity.
- We explicitly commit to diversity in various dimensions and consider it essential for our company, for a long-term intact and functioning society, and for a successful economy.
- Therefore, we strongly reject any expressions that even remotely formulate extremist thoughts. We will not provide any space or platform for them.
- We protect and defend employees who are subjected to hostilities or even attacks by individuals with extremist motives, using all means available to us.
- We refuse to collaborate with individuals who openly or covertly advocate extremist positions. This applies to employees as well as to customers or service providers.
- In the face of increasing societal divisions, we emphasize a culture of balanced and respectful discourse that promotes rational debates and enables everyone to express themselves freely, appropriately, and respectfully towards others and their opinions.
- We consider criticism and protest by individuals against current conditions or political decisions as legitimate and as the core of democracy, as long as they are expressed sincerely, respectfully, and with justification. This neutrality has its limits where our fundamental values are questioned or actively disregarded.
- We encourage all employees and our broad network to actively participate in elections and to clearly and unequivocally express their support for the fundamental principles of freedom, democracy, and the rule of law.



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