DIVERSITY, EQUITY, AND INCLUSION POLICY

ADB SAFEGATE

1. Justification of the DEI policy

1.1. The organization

ADB SAFEGATE is a global company specializing in integrated airport solutions, with our main factories located in Belgium, the United States, China, and Germany, and 38 country offices serving customers from different nations.

We are a leading provider of integrated solutions focused on improving airport performance. Our company specializes in designing, manufacturing, and delivering advanced systems and services that optimize airport operations, enhance security, and promote sustainability. Examples of these are airfield lights, signs, and tower control software.

With over 120 years of experience in the aviation industry, we have established ourselves as a trusted partner for airports, airlines, and air traffic control organizations worldwide.

1.2. Necessity of DEI policy

At ADB SAFEGATE, we value and embrace diversity in all its forms. It is built it into the foundation of who we are through our core value Win Together.

We employ individuals from various backgrounds, cultures, and countries, making our workplace very diverse.

We believe that a diverse and inclusive workforce contributes to our success as a global company.

It is key to have a Diversity, Equity, and Inclusion (DEI) policy in place, which is essential for managing and maximizing the potential of our diverse workforce.

Our DEI Policy establishes guidelines and principles that ensure equality, respect, and fairness for all employees, regardless of their race, colour, ethnicity, national origin, gender, gender identity, sexual orientation, age, religion, disability, or any other protected characteristic or differences. This policy applies to all ADB SAFEGATE employees across all international locations

This document also aims to provide a DEI policy at our company, an overview of our organization, highlighting the necessity and benefits of such a policy.

Given our global presence, diverse workforce, and strong commitment to sustainability and social responsibility, it is crucial for us to develop and implement a robust DEI policy. Such a policy helps us harness the full potential of our talent, enhance our competitive edge, and solidify our position as a leading provider of integrated airport solutions worldwide.

This DEI policy will be subject to reviews and different locations/regions may have additional policies and processes regarding diversity and equality according to local law and legislation.

1.3. Focus of the DEI policy

- **Foster a diverse and inclusive workforce and work environment** – Tap into a rich pool of backgrounds, experiences, perspectives, and identities, and benefit from the varied perspectives and ideas that diversity brings.

- **Strive to create an inclusive work environment** where everyone feels valued, respected, and supported. Promote a culture that encourages open dialogue, collaboration, and the exchange of I deas.

- **Increase employee engagement and satisfaction** – When employees feel valued, respected, and included, they are more likely to be motivated, committed, and loyal to their organization.

- **Attract and retain top talent –** Enhance our employer brand, expand our candidate pool, and retain valuable employees who appreciate the inclusive work environment.

- **Ensure fairness and equality** – Set clear expectations and guidelines for treating all employees fairly and equitably, regardless of their background, gender, race, ethnicity, sexual orientation, disability, or other protected characteristics. Discrimination, harassment, bullying, or any form of disrespectful behaviour will not be tolerated.

- **Increase diversity across workforce –** Recruit and retain underrepresented demographics.

2. Elements of the DEI policy

2.1. Processes involved

1. **Leadership Commitment** – Senior leaders and executives should set the tone, and actively participate in fostering an inclusive culture. Their commitment should be visible and consistent. Therefore, this policy, along with other ESG initiatives, is fully supported by ADB SAFEGATE's leadership team.

2. **Inclusive Hiring Practices** – Review our hiring practices to ensure they are inclusive and free from bias.

3. **Attracting and hiring a diverse workforce** - that reflects the communities in which we operate. Our recruitment and hiring processes will be based on fair and objective criteria, ensuring equal opportunities for all candidates.

4. **Training and Performance Evaluation** – ADB SAFEGATE provides training and development opportunities that foster diversity, inclusion, and cultural competence. We will offer programs to raise awareness, educate employees on bias and stereotypes, and promote respectful communication and collaboration. By investing in education and development, we aim to create a workforce that embraces diversity and leverages it as a source of strength and innovation. We also hold all employees accountable to 'win together' a value that highlights being inclusive through our performance management process.

5. **Performance evaluation systems** should be reviewed to ensure they are fair, objective, and free from bias.

6. **Communication and Transparency** – Regular communication should be maintained to keep employees informed about diversity and inclusion initiatives, progress, and successes.

7.   **Continuous Evaluation, Improvement and Accountability** ADB SAFEGATE will monitor and assess the effectiveness of our diversity and inclusion initiatives.

We will hold all employees accountable for upholding this policy and provide a mechanism for reporting any concerns or violations. When concerns arise with leaders in the organization, employees are encouraged to use the Open Door Policy to share with their respective HR partner. In addition, the Company will not allow any form of retaliation against individuals who report unwelcome conduct to management or who cooperate in the investigations of such reports in accordance with this policy.

2.2. Concrete actions

The DEI policy for ADB SAFEGATE addresses specific company needs while allowing regional adaptation. Key focus areas include:

Recruitment and Talent Acquisition – To attract a diverse pool of talent and foster a more inclusive workforce, we will:

- Maintain unbiased job descriptions. review and revise jobs descriptions to ensure they are inclusive and free from biased language. Use gender-neutral terminology and focus on the essential skills and qualifications required.

- Implement unbiased recruitment practices, such as structured interviews.

- Strive to interview candidates that are diverse. Ensure diverse interview panels.

- Provide training for hiring managers to minimize unconscious bias during the recruitment process.

Inclusive Workplace Culture – To ensure an inclusive workplace culture where all employees feel valued and respected, we will:

- Provide resources and training to employees on cultural awareness, unconscious bias, and inclusive language.

- Celebrate diversity by recognizing various cultural and personal events.

- Organize team-building activities to strengthen bonds and encourage open communication on diversity and inclusion topics

Career Development and Advancement – To ensure equal opportunities for growth and development, we will:

- Implement unbiased performance evaluation systems.

- Ensure pay equity and fairness across all job roles, when applicable, and review our compensation practices to identify and address any pay disparities based on gender, race, or any other protected characteristic. Offer training and development opportunities that foster skill growth and career advancement.

Flexible Work Arrangements – Adopting flexible work arrangements can help create a more inclusive and accommodating workplace, therefore, and depending to the region's needs, we:

- Offer options for remote work, flexible hours, or compressed workweeks, considering regional needs and legal requirements, when feasible.
- Review and update company policies related to work-life balance and employee well-being.
- Ensure compatibility between paid work and parental responsibilities, providing fair access to parental leave keeping local laws and practices in mind.

Measurement and Accountability – Tracking the progress and effectiveness of DEI initiatives by:

- Collecting and analyzing data on workforce demographics, employee engagement, and career progression.
- Review, track and update the DEI policy and initiatives based on data-driven insights and feedback.

By focusing on these specific aspects, ADB SAFEGATE can develop a concrete DEI policy that addresses the company's unique needs and promote a diverse, equitable, and inclusive work environment across all regions.

We are confident that these actions can be implemented and effectively executed at our company level as part of our ESG transformation strategy. By taking these actions, ADB SAFEGATE can successfully implement the DEI policy and contribute to the overall success of the organization.

3. Efficiency and limits of the DEI policy

When implementing this policy, we need to consider following (non-exhaustive) limits that can arise:

- **Potential conflict between DEI policy and performance**: the policy should not supersede the pursuit of performance. For example, if when trying to implement an equity policy in the recruitment process, it recruits an equal number of men and women even though their competencies do not justify it. In conclusion, it is important to remember that this policy should provide everyone with an equal opportunity to be considered for a certain position, but the final recruitment decision should still be based on individual talent.
- **Hidden bias**: diverse disabilities, gender identities, sexualities, and even ethnicities are not always easy to categorize or identify.
- **Information bias:** in predominantly homogeneous organizations, employee feedback may not be reliable sources of information because people believe that their feedback cannot be given anonymously and fear retaliation. As a result, their feedback manifests as their decision to leave, particularly if they have options at other companies.

4. Final remarks

It is important to note that while a diversity and inclusion policy is a crucial step, it must be backed up by concrete actions and ongoing commitment to truly foster an inclusive culture. The policy should be accompanied by training programs, inclusive hiring practices, diverse leadership representation, and regular assessments to ensure its effectiveness and address any challenges that may arise.

Creating a successful diversity and inclusion culture requires a long-term commitment. It is crucial to foster an environment where employees feel safe to voice their concerns, provide feedback, and participate in the ongoing development and refinement of the policies and processes.