

Diversity & Inclusion Statement

At OMICRON, we are committed to creating a diverse and inclusive workplace. Our team is already quite diverse in many aspects, such as age, cultural and linguistic backgrounds, professional experiences, etc. This is embedded in OMICRON's DNA from the very beginning, is crucial for our success and is practiced throughout the organization. However, we recognize that gender diversity needs our special attention and effort to become truly diverse. Our vision and plans are anchored in our corporate strategy. We strive to further develop our environment into a more inclusive working place where all team members feel welcome and valued. Only then can everyone reach their full potential and together create the most innovative solutions in favor of our global community and diverse customers.

To enable this development, we want to continue to raise awareness within our team. It is essential to know and understand why diversity is important to us and what it takes to create an environment that welcomes differences. Welcoming diversity alone would be short-sighted. Teams in which people have different perspectives due to different personalities, backgrounds, etc., need suitable competencies and skills to leverage the treasure that lies within diversity. Heterogeneity does not automatically lead to higher creativity, better decision-making, and more innovation. It needs to be accompanied by an enhanced skill set, for which we actively offer training and coaching. Furthermore, critical review of current structures, processes and policies is required as well as the removal or the remodeling of any non-inclusive element to ensure the equal participation of all team members.

We have a diverse steering team in place, with members from the Trust Board, the Management Team, Organizational Development, Innovation, Human Resources, and Diversity & Inclusion (D&I). In addition, a shared D&I lead team focuses its entire working time within OMICRON on implementing the D&I strategy measures in the organization, in co-creation with the expert areas. They have a clear assignment to empower all team members to make OMICRON a truly diverse workplace and create an inclusive work environment. All team members of today and tomorrow should benefit, regardless of gender, position, or role. Our focus is on OMICRON worldwide, but we also seize opportunities to inspire social change in the world.



Klaus, February 2024

Manfred Strauss, OMICRON General Manager