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DIVERSITY AND INCLUSION REPORT

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PCMS

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1 INTRODUCTION

At Thinkproject Group, diversity and inclusion are deeply embedded in our corporate DNA. We firmly believe that strengthening our position as a diverse and inclusive company not only aligns with our beliefs and values, but also contributes to our long-term business success. Being a diverse and inclusive company...

- Increases our attractiveness as an employer and reduces the risk of losing talent

- Contributes to employee engagement and productivity

- Affirms our position as a leader in sustainability

- Enables us to better serve our diverse customer base

- Allows us to make better business decisions by including diverse perspectives

The content of this policy is consistent with the principles set out in our Code of Conduct and Non-Discrimination and Anti-Harassment Policy. It outlines our commitment, ambitions and approach to contributing to diversity and inclusion throughout Thinkproject Group.

We want all our employees to understand the expectations set out in this policy and how they can contribute to a diverse and inclusive work environment at Thinkproject Group.

2 DEFINITIONS AND ABBREVIATIONS

2.1 Diversity

Diversity describes that each individual has a unique set of characteristics, perspectives and experiences. These attributes include gender, age, ethnicity, skin colour, family status, nationality, marital status, social background, religious beliefs, political opinion, disabilities, sexual orientation and other attributes.

2.2 Inclusion

Inclusion describes the practice of valuing, accepting and treating all individuals in the organisation equally, regardless of any diversity-related differences.

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3   COMMITMENT

At Thinkproject Group, we are committed to being a role model and advocate for diversity and inclusion. This includes the following commitments:

- Maintaining a diverse and inclusive work environment in which all employees are treated with respect and valued and can be themselves

- Ensuring equal opportunity and maintaining a safe work environment free from discrimination and harassment as outlined in our Non-Discrimination and Anti-Harassment Policy

- Attracting, hiring and developing individuals with diverse backgrounds, experiences and perspectives

- Provide the necessary trainings and guidance to educate on relevant topics such as inclusive behaviour and unconscious bias

In 2020 we also signed the Charter of Diversity to formalise our deep commitment to promoting a diverse and inclusive workplace.

4   DIVERSITY AND INCLUSION INITIATIVES

To meet our commitments, we have implemented a wide range of diversity and inclusion initiatives that go beyond regulatory compliance. We also continuously develop new initiatives by deriving and setting specific objectives and key results (OKRs) on an annual basis. These OKRs are documented and available to all employees via a dedicated internal reporting tool on the Thinkproject Group intranet. Each key result is assigned to a person or group of people who are responsible for achieving it within the defined timeframe established and documented in the reporting tool.

At Thinkproject Group, we currently focus on the following diversity and inclusion initiatives:

4.1   Employee Affinity and Networking Groups

We are proud of our diverse workforce which has developed and implemented our Women's and LGBTQ+ networks. These are run for our employees by our employees and are open to all, regardless of social identity or characteristics. We hold meetings at fixed intervals several times a year to provide opportunities to connect, learn and discuss relevant topics. We encourage all our employees to participate and get involved themselves. We also provide the necessary resources and budget to invite dedicated experts and speakers to these meetings for guidance on specific topics of interest.

Another networking opportunity we provide to our employees is our Coffee Chat Roulette. With this initiative, we enable our employees to meet colleagues from different functional areas and countries. Employees who sign up for this initiative can determine the frequency of the meetings themselves and decide who they are paired with in terms of region and function.

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4.2   Dedicated Trainings and Guidance

As a company, we know that employee development is critical to our success. For this reason, we offer various tools, trainings and learning opportunities for professional and personal development. We encourage and empower all our employees to take advantage of these opportunities.

Our course offering includes special courses on diversity and inclusion, which are accessible free of charge via our own internal training platform, the Thinkproject Academy, and via the online learning platform "Udemy for Business". This currently includes the following courses:

- How to recognise and overcome bias

- Cultivating Diversity, Inclusion and Belonging at Work

Employees and managers of our People & Culture department are trained in how to overcome unconscious bias and we encourage employees and line managers to contact them if they need guidance on diversity and inclusion issues.

4.3   Equal Pay for Equal Work

We are committed to the objective of gender pay equality. For this reason, we have committed to conducting regular equal pay analysis. This includes putting a mitigation plan in place if problems are identified during this analysis.

Recruitment Practices and Targeted Recruitment

We consider diversity and inclusion at every step of our recruitment process. When we advertise a job opening, we strive to publish it in places that attract applicants with relevant skills and experience, while ensuring that we also appeal to diverse and under-represented demographic groups. We also include a preferred pronouns section in all our online portal applications. This allows us to ensure that applicants feel welcome and are addressed in the way they would like to be addressed. Diverse interview panels that include a variety of employees with different backgrounds and expertise help avoid unconscious biases in the selection process.

4.4   Corporate Language and Communication

It is important to us that we use gender neutral language, particularly as a company working within the construction and engineering industry. After a suggestion from our employees, we have also made it possible for all employees to use pronouns in email signatures.

4.5   Buddy Program

We provide new employees at Thinkproject Group with buddies from the same team in which they work on, who act as informal mentors during the first weeks and months. This includes providing guidance on the unwritten rules at Thinkproject Group, introducing new employees to colleagues from other departments and providing general support to make their start at Thinkproject Group as pleasant as possible. Buddies are appointed by Line Managers themselves if and when there is a need.

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4.6 Flexible working

We know there is more to life than work. That is why we give our employees the flexibility to work remotely in the country of employment or in the office as set out in our Mobile Working Guideline. Our "Hybrid First" approach not only signifies the mutual trust between employees and Thinkproject Group management, but also allows us to attract and retain a broader and more diverse pool of candidates.

5 REPORTING PROCEDURES, MONITORING AND AUDITS

We continuously monitor progress on our commitments and the effectiveness of our diversity and inclusion initiatives. We do this both with internal resources from our People & Culture department and with external support. On an regular basis, we conduct an employee survey with an independent service provider to gain insights into how employees perceive their working environment and to identify potential areas for improvement. We use various reporting channels such as company-wide virtual meetings and our intranet to share the survey results with all employees. This includes communicating on the focus topics that we identify and commit to addressing based on the survey results.

As part of our monthly reporting to our majority shareholder EQT, we communicate on diversity and inclusion metrics. This includes reporting on the percentage of women in the management team and in the overall workforce, as well as targets set in this context.

In the event that individuals violate the principles outlined in this policy, we have also established clear reporting procedures. If employees believe they have been subjected to any form of discrimination or harassment, they should follow the reporting procedures set out in our Non-Discrimination and Anti-Harassment Policy.

6 ROLES AND RESPONSIBILITIES

Our Chief People Officer is responsible for diversity and inclusion and corresponding initiatives at Thinkproject Group. This includes the responsibility for setting, achieving and reporting OKRs related to diversity and inclusion on an annual basis and monitoring existing initiatives.

7 AREA OF APPLICABILITY

This policy applies to Thinkproject Group and its subsidiaries.

8 REFERENCE DOCUMENTS

- Code of Conduct

- Mobile Working Guideline

- Non-Discrimination and Anti-Harassment Policy

9   DOCUMENT CONTROL

Version	Date	Author	Approved by	Details of changes made
1.0	22.07.2022	Andrea Mair	Christina Hübschen	First version