

# Declaration on Diversity, Inclusion and Equal Opportunities by the Voith Corporate Board of Management

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“Our employees are unique due to their diverse backgrounds, experiences, perspectives, and skills. We value this diversity and are committed to equal opportunities. We believe that heterogeneous teams enhance our innovation capabilities, helping us to better understand our customers' needs and enable us to develop optimal solutions for them.”

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Dirk Hoke, President and CEO Voith Group and Global Sponsor Diversity and Inclusion at Voith

Over the last 150 years, the diversity of our colleagues has contributed to our pioneering spirit and leadership in the global industries and markets we serve. By promoting a culture of inclusion and embracing differences, we encourage our employees to be who they truly are and who they aspire to be.

For Voith, diversity is the variety of our employees with differences in age, gender, nationality, ethnicity, educational and professional background as well as all other individual differences. We believe that these diversity dimensions including individual differences such as religion, culture, beliefs, sexual orientation, disabilities, personal and social background as well as different experiences, talents and strengths, induce diversity of thought.

By inclusion, we mean the way we work together at Voith. An inclusive work culture is a culture of mutual respect, appreciation and equal opportunities, which is open to different ideas and perspectives. We believe in the power of different backgrounds, ways of thinking and approaches as well as the opportunity to think out-of-the-box in order to create innovative products, services and processes.

We aim to inspire the best in our people by fostering a diverse, inclusive work environment and by empowering and developing our employees. Those with management responsibilities are expected to facilitate the growth of their team members, promote positive interaction among all colleagues and across borders, and drive the willingness to transform within their teams. At Voith, we want to counteract prejudices and biases (conscious and unconscious) and to facilitate a deep sense of belonging and purpose.



Dirk Hoke  
President & CEO Voith Group



Andreas Endters  
President & CEO Voith Paper



Stephanie Holdt  
President & CFO Voith Group



Jan Lüder  
President & CEO Voith Hydro



Dirk Hoke  
President & CEO (interim) Voith Turbo

All Voithians are expected to promote mutual respect, acceptance and appreciation.

We are committed to providing equal opportunities to everyone, regardless of race, ethnic origin, gender, religion or worldview, political opinions, age, gender identity or other applicable protected classes.

It is our aspiration to administer all phases of personnel activities including recruitment, training, evaluation, promotion and all other conditions or privileges of employment in a fair and bias-free manner.

We do not tolerate any form of unlawful discrimination. This is stated in the Voith Code of Conduct, to which everyone employed at or for Voith is required to adhere.

Our management personnel are expected to act as role models in order to ensure a working environment that is free of all forms of harassment.

It is our target to act jointly in order to prevent and combat conduct that harms or discredits our company, staff or partners, financially or otherwise.

By celebrating Diversity and Inclusion, we will continue to grow, innovate and be a trusted, reliable partner who provides sustainable technologies for future generations.

We are convinced that our endeavors of fostering diversity, inclusion and equal opportunities have a positive impact within and beyond company borders and will help us to capture market opportunities and attract and retain the best talents.