



POLICY ON GENDER PAY EQUALITY, DIVERSITY AND HUMAN CAPITAL DEVELOPMENT

1 Why do we need a Policy on Gender Pay Equality, Diversity and Human Capital Development?

1.1 Purpose

In addition to the principles already set forth in clause 4.2.2. of EPIC's Code of Conduct, this Policy on Gender Pay Equality, Diversity and Human Capital Development (hereinafter the "**Policy**") aims to further elaborate on these specific topics. EPIC fully commits to diversity, tolerance, and equal opportunities and believes that the success of EPIC is based on treating all employees, representatives, business partners, shareholders and other business contacts fairly, respectfully and equally. EPIC's goal is to create an enriching work environment, in which every employee may share its perspective, enhance its skills and be paid accordingly, irrespective of gender or background.

1.2 Scope

This Policy defines the values which EPIC has actively committed itself to. Each employee and each representative is obliged to uphold these values and actively strive to promote the goals set forth in this Policy.

1.3 Validity

This Policy is valid from 1 January 2022 and will be periodically reviewed and updated according to applicable laws / regulations and / or EPIC's internal policies and guidelines.

2 Gender Pay Equality

The first goal of EPIC set forth in this Policy is to establish pay equality and, therefore, ensure that access to job opportunities and higher salaries is neither dependent on, nor constrained by, the gender of EPIC's employees. This chapter is an addition to clause 4.2.2 of EPIC's Code of Conduct that generally describes EPIC's principle of promoting equal opportunities.

In connection with the desired goal of establishing gender pay equality, the principle of gender balance is closely related. Gender pay gaps are often caused by unequal representation of women in traditionally higher paid skill sectors and/or senior leadership levels. To counteract this development, EPIC supports the empowerment of women with the objective to advance women's equal participation with men in leadership and in all of EPIC's areas of work. Consequently, EPIC strongly encourages the hiring of women for positions of equal qualifications. In



addition, to enable both genders to working in leadership while having a family, EPIC for example provides working opportunities such as part-time working, working from home and working flextime, whenever suitable with the role and position. Moreover, independently of the gender or background, EPIC believes in a fair and attractive remuneration for the work performed and responsibilities taken. In this regard, EPIC is in contact with recruitment agencies to assess the competitiveness and fairness of its staff's remuneration.

3 Diversity

The second aim stated in this Policy is to promote diversity among EPIC's employees. EPIC believes that the innovation coming from the sharing of diverse ideas, perspectives and approaches is vital to the advancement of any part of EPIC's business. As a consequence, EPIC undertakes every effort to ensure the best possible representation of diversity, starting from the recruitment process to the career development opportunities. EPIC regularly raises awareness regarding diversity topics among its employees, *inter alia* by having a multi-cultural and multi-nationality staff and get-together events which encourage the exchange and the understanding of different perspectives

EPIC is committed to a culture of truly practiced diversity. EPIC's representatives and employees treat each other with esteem, respect, and open-mindedness regardless of age, disability, gender, gender identity, origin, religion, sexual orientation, social or occupational position, or language. In all encounters, EPIC welcomes the opportunity to broaden horizons, to learn from one another, and to thrive through new challenges.

4 Human Capital Development

Finally, one of EPIC's main concerns has always been the improvement of the performance, capabilities, and resources of its employees. EPIC believes that well-educated employees are the foundation of every prospering company. Accordingly, EPIC wishes to support employees who desire to further develop their knowledge.

To actively motivate and support employees taking part in further external training, EPIC contributes to the training costs up to the amount of CHF 500.00 per annum for each of its employees.

Next to the possibility of external training, EPIC organizes annually an internal training and team building opportunity event, so to not only further the knowledge of each and every employee but also foster an active exchange of ideas and the team spirit. In doing so, EPIC aims to create a fruitful environment in which every employee may live up to his or her full potential.

EPIC cares about promoting the skills of its employees in the best possible way and to use them in a suitable manner. It is important to EPIC that each employee finds



him- or herself in an environment, that is challenging and rewarding, but not under- or overwhelming.

5 Contact

EPIC has a strict zero tolerance policy regarding any type of discrimination. All employees and representatives are encouraged and have a duty to report discrimination of any sort that comes to their attention to either their superior or directly to the Chairman of the board, CEO, CFO or Portfolio Director. The guidelines and procedure for such reporting are set forth in EPIC's Whistleblowing Policy.

Should you have any concern or suggestions regarding these topics or should you want to be involved in the way EPIC handles and furthers these issues, please do not hesitate to reach out to Valérie Scholtes, CFO, at valerie.scholtes@epic.ch any time.

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