

3CON Anlagenbau GmbH

Diversity, Equity and Inclusion Policy

FUTUREPROOF SOLUTIONS
FOR AUTOMOTIVE INDUSTRIES

Published: 01.AUG.2024

Valid from: 15.JUL.2024

AUSTRIA - HQ
3CON Anlagenbau GmbH
Kleinfeld 16
6341 Ebbs
AUT

GERMANY
3CON GmbH
Rosenheimer Straße 30b
83080 Oberaudorf
GER

USA
3CON Corporation
47295 Cartier Dr.
Wixom/Michigan, 48393
USA

CHINA
3CON China Machinery Co., Ltd.
Building A3, No.2 Shiyang Road
Jianzhou New City, Chengdu
641400, Sichuan, CHN

MEXICO
3CON International S.A. de C.V
Parque Industrial Advance Aeropuerto
Modulo 18, Navajas, Queretaro,
C.P.76246, MEX

1 Diversity concept

Description and objectives of the diversity concept

3CON Anlagenbau GmbH has set itself the task of creating a working environment that is free from prejudice. The aim is to promote a corporate culture in which the benefits of diversity are consciously utilized and in which everyone can freely develop their potential in the interests of the company. The management also shares this understanding of diversity.

The decision on a specific appointment to the management level is always made in the best interests of the company, taking into account all relevant circumstances. The decisive criteria are the professional and personal suitability of the person concerned. Care must be taken to ensure that the members of the Management Board as a whole have the knowledge, skills and experience required to manage a mechanical engineering and technology company to the greatest possible extent.

As part of these requirements, the management also pays attention to aspects of diversity, in particular age, gender, education and professional background as well as internationality. In addition to the greatest possible personal suitability of each individual member, it is important that a diverse management level promotes different perspectives on the management of the company. The individual aspects of diversity are therefore an integral part of, but not the sole criterion for, recruitment decisions.

- Age

As a rule, members of management should not be older than 67. The employment of members of the Management Board therefore generally ends when they reach the age of 67. In addition, the Management Board ensures a balanced mix of ages when making appointments. The aim of the management in this respect is to find a balance that combines the advantages of many years of professional and personal experience on the one hand and the perspectives of a younger generation on the other. An appropriate age mix also ensures continuity in the management of the company.

- Gender

Diversity also includes gender diversity. The desire for both men and women to be represented at management level is that mixed-gender teams can bring different perspectives to the management of the company and thus contribute to greater profitability. It is also the logical continuation of gender diversity measures that are already being implemented throughout the company and which aim to increase the proportion of women in management positions.

- Professional diversity, in particular educational and professional background

Although management is a collegial body that acts in accordance with the principle of collective responsibility, it is not necessary for each individual member to have all the technical skills that may be required to manage a company to the same extent. Rather, it must be ensured that the management as a whole has the knowledge, skills and experience required to properly perform its duties. The competencies of management should be broad enough to enable them to reconcile the interests of all relevant stakeholders, such as employees, customers, suppliers and investors, when acting in the interests of the company.

The following competencies do not have to be covered by each individual member of management, but must be reflected in the management as a whole:

- Experience in project management in plant and tool construction
 - Technological expertise
 - Expertise in the field of digitalization
 - Know-how in the areas of manufacturing and production
 - Marketing and sales expertise
 - Experience in personnel and organizational development
 - Strategic competence
 - Financial literacy (including knowledge of accounting, auditing and internal control procedures)
 - Experience in the areas of corporate governance, corporate social responsibility, law and compliance
 - Management experience and intercultural competence, preferably acquired abroad
- Internationality

3CON is a globally active company with employees from many countries and a global base of customers and suppliers. Accordingly, the management and management level must also be international. However, internationality is not only to be understood in the sense of a specific (foreign) nationality. More important are intercultural influences and experiences acquired in the course of schooling, vocational training and professional careers. The Management Board promotes intercultural openness on the Management Board as well as the corresponding understanding of and ability to assess international issues and contexts.

How the diversity concept is implemented

The owner is responsible for the appointment, reappointment and dismissal of management (including performance appraisal and long-term succession planning) as well as for the conclusion, amendment and termination of management contracts. The selection and decision-making process for management appointments is based on the diversity concept described above.

2 Competence profile, target catalog and diversity concept for the composition of the management level

Requirements profile for individual members of management

- Personality and integrity

Each member should possess the personality and integrity required for the proper performance of his or her duties. The members of the management must be loyal to the company and, in particular, strictly adhere to legal confidentiality, with which they must be very familiar. The members are obliged to always place the interests of the company at the center of their activities.

- Individual expertise

Each member should know and understand 3CON's most important product lines, customers, sales markets and strategy. The members of management must be familiar with the realities of the automotive industry and the special features of an owner-managed company. In addition, each member must have the necessary skills to adequately understand the reports and financial statements presented, to assess the decisions to be made by the management and to draw fact-based conclusions in the best interests of the company.

- Availability

Each member of management must be sufficiently available and willing to devote the time required to perform the role.

- Age limit

As a general rule, no one over the age of 67 should be proposed as a member of the management.

Requirements for the management level as a whole and competence profile

- Area of expertise

When composing the management team, care should be taken to ensure that the members as a whole have the necessary skills to optimally fulfill the tasks of the management level (range of skills).

A broad range of expertise is desirable to ensure that management - when acting in the interests of the company - is well positioned to consider the interests of all relevant stakeholders, such as employees, customers, etc., and to play a proactive role in guiding and supporting organizational and technological change.

The members of the management team as a whole should be familiar with the sector in which 3CON Anlagenbau operates, namely special machinery construction for the automotive industry.

The composition of management should also represent an appropriate range of technological expertise, which may (but need not) include a scientific background.

The management should also have the necessary expertise in financial matters. Individual members of the management must have expertise in the field of accounting and/or auditing. The person who chairs the Audit Committee must also have expertise and practical experience in the field of corporate internal control systems.

Finally, the management is of the opinion that an appropriate range of specialist knowledge also requires knowledge - in the broadest sense - of legal issues, particularly in the areas of corporate governance and compliance.

- Diversity

The overall composition of management should be in line with the principles of diversity. The composition of management should therefore also take into account the diversity in an open-minded and innovative company such as 3CON. Diversity also includes gender diversity.

- Internationality

3CON is a globally active company with employees from numerous countries and a global base of customers and suppliers. Accordingly, the management team must also be international. However, internationality is not only to be understood in the sense of a specific nationality. More important are intercultural influences and experiences (which generally lead to a greater openness to the world) as well as an understanding of and ability to judge international issues and contexts. The management's declared aim is to have at least three international representatives in its ranks who meet the above requirements.

- Independence and avoidance of conflicts of interest

The management strives to ensure the highest degree of independence in its entirety. In this context, the ownership structure of the company should also be taken into account.

A member is independent if he or she is in a position to make decisions on matters dealt with by management free of conflicts of interest, i.e. solely on the basis of objective criteria that are oriented towards the interests of the company as a whole.