



## **Nedap DEI Story**

### Our Vision

At Nedap, we recognize that our greatest strength lies in the diverse talents of our team. Our commitment to Diversity, Equity, and Inclusion (DEI) is fundamental to our strategic vision, with a clear focus on harnessing the full spectrum of diverse perspectives, experiences and available talents. We cultivate an environment where everyone can authentically express themselves and contribute ideas freely, fostering a culture of innovation and continuous improvement. This commitment translates into equitable opportunities for our employees worldwide, and the development of innovative products and services that resonate with our clients worldwide, underscoring our dedication to both diversity and excellence.

At Nedap, DEI is part of our strategic vision and we seek to make it an integral aspect woven into every facet of our organization. From our leadership to our employees, from our day-to-day operations to the way we conduct business, we work to integrate DEI into the fabric of everything we do.

### Our Approach

#### **Moving Forward Together**

We recognize that embracing Diversity, Equity, and Inclusion is a different ride for each of us, with its own views and starting points. As we work towards being more inclusive, we'll pay attention to everyone's unique experiences. We will provide guidance, support, and tools to every colleague, recognizing we're all at different spots on this path. Our goal is to help each colleague move forward, no matter where they are on the DEI journey.

#### **Global DEI Story. Local DEI Approach**

The core values as expressed in the Nedap DEI story serve as leading principles for Nedap worldwide. Within those values and principles, business units and local Nedap offices are encouraged to develop their own, customized DEI approach. Acknowledging the cultural, societal and geo-political context of each business unit and region, is fundamental to this approach.

## Focus Areas

Our dedication to building a equitable and inclusive environment and harnessing the full spectrum of diverse perspectives, experiences and available talents, is reflected in our focus on the following key areas:

### **Inclusive Leadership. International Mindset.**

- Fostering a culture of openness and acceptance, we actively support cross-cultural understanding and exchange, and the development of skills to facilitate and support that.
- Our leadership serves as a role model for championing the diversity of people, opinions and ideas and we actively seek to develop a diverse -senior - leadership team to reflect that.
- We emphasize the development and cultivation of an international perspective and a global mindset, spearheaded and championed by the Nedap campus.

### **Equitable One Global Team.**

- We promote collaborative and equitable partnerships and - global - teams, in product development, sales, and support, across and within all business units and Nedap offices worldwide.
- We embrace cultural differences to foster a vibrant, inclusive work culture and leverage diversity to enhance collaboration and teamwork.
- We actively cultivate diverse, local leadership within our Nedap offices worldwide.
- We are committed to equity for all our colleagues. We will put additional emphasis on equitable opportunities for women, remote workers\*, and neuro-diverse colleagues within our -global -teams.

### **Transparency.**

- Nedap information is accessible to all our employees, regardless their location, in both English and Dutch language.
- Our -internal- hiring and promotion processes are clear, inclusive and accessible, ensuring equal opportunities for -internal -positions.

- Our commitment to transparency extends to decision-making processes, fostering an inclusive environment.
- When suitable, we employ a standardized use of the English language to enhance effective communication among our diverse workforce.

#### **Gender Balance.**

- We actively strive for gender balance across all levels of our organization, aligning gender representation in senior leadership with the overall workforce\*\*.
- Our commitment to gender balance extends beyond traditionally male- or female-dominated fields, ensuring diverse representation in all disciplines.
- Our dedication to fostering upward mobility and ensuring equity in career development includes offering tailored and focused support for women to progress in their careers, particularly in -more - senior leadership roles.

At Nedap we understand that embracing diversity, promoting equity, and fostering inclusion are essential not only for the success of our business but for the well-being and satisfaction of our employees. By actively championing these principles, we aim to sustain our success and create a workplace that reflects the richness of human experiences and perspectives.

This statement serves as a living commitment, and we continually strive to improve and evolve our practices to ensure an inclusive and equitable environment for all.

*\* Employees who work more than 75% from home.*

*\*\* In support of this endeavor:*

*Our Supervisory Board composition adheres to the statutory diversity quota, ensuring at least one-third female and one-third male representation;*

*Our Board of Directors maintains a gender balance, with at least 30% representation of both males and females;*

*Additionally, we are working towards a target of 27% female representation in our senior leadership (NL: subtop) by 2025. Senior leadership includes, but is not limited to, members of the Nedap Alignment Team and other key positions as determined from time to time by the Board of Directors.*