

# Our People Strategy with Focus on Diversity, Equity & Inclusion

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**What does Diversity, Equity &  
Inclusion mean to you?**

# Diversity, Equity and Inclusion (=DEI) has an increasing impact on our success

We believe in creating a workplace where everyone feels welcome to contribute their ideas and true self as part of a healthy and productive working environment.

## 1 Financial drivers

Diverse companies produce better results.

## 2 Talent economics

Demographics and labor shortage make attraction, retention and promotion of diverse talent a must to broaden our talent pool.

## 3 Social environment

It is the right thing to do – for us, society and the economy.

## 4 Individual / Leadership

It is important for us as leaders: Diversity, experience and team-focus make our colleagues our key assets.

# We are proud of strong international networks ...

## marketPride

- To create visibility, provide a networking platform, provide education and act as a person of trust for the LGBTIQ\* community.
- Founded in 2015, 10-15 active participants, 150 allies, Eschborn, Leipzig, Prague, Luxembourg, Cork

## Women@DBG

- A place for ambitious and like-minded women and individuals that identify as women or non-binary to connect, inspire one another and share & learn from each other's experiences.
- To raise awareness, promote female leadership, support mentorship and networking

## Climate working groups

- Groups of volunteers working across different locations on local or global ideas and projects.
- Establish and maintain local initiatives around sustainability, environmental and climate protection.
- Eschborn, Luxembourg, Prague, Cork, Singapore, Leipzig, New York/Chicago, London

marketPride  
Our LGBTIQ+ Network



Women@DBG



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# ... and our re-shaped DEI Council

In 2021, a D&I Council was set-up to advise, establish a framework and serve as persons of trust for D&I matters. This year, we **reshaped the set-up** of the council to **combine engaged employees with top-down management support and accountability**. The aspect of “equity” was included in the mandate. The focus of the Council remains to drive group-wide DEI initiatives and achieve measurable progress:

## Mandate

- Set strategic direction for the company's DEI efforts globally
- Advise and report to the Executive Board on DEI topics
- Develop and implement DEI initiatives with a global view and local adaptation - when needed
- Build partnerships with other diversity groups within the company
- Advocate for DEI and act as „Persons of Trust“
- Monitor progress and take responsibility for measurable (data-driven) progress where possible

# Thank you!

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