



Diversity & Inclusion policy

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Original work: March 2022

Current revision: April 2022

Version: 1.0

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2 About this policy

Geysler Batteries has always been committed to treating its employees with respect and appreciation of their individual characteristics and diversity of backgrounds, as well as to providing opportunities to thrive in the Company for everyone alike. This approach, however, needed to be formalised to emphasize the commitments and formally establish the Company's principles in the matters of Diversity & Inclusion (after "D&I"). That is how this policy was developed.

This policy serves as a tool to guide all our employees, board of directors and other stakeholders on Geysler Batteries approach to diversity and inclusion. It explains the Company's commitments and development steps. The policy was prepared as a part of the ongoing work on ESG matters, and the Company has a dedicated employee involved in its monitoring and further development and implementation.

By diversity in this document Geysler Batteries means a wide range of characteristics and backgrounds, including but not limiting to gender and gender identity, nationality, political beliefs, ethnicity, ability, life situation, religion and other. The policy is made to ensure that the Company and all its stakeholders and employees embrace the differences and similarities in the daily work (including hiring) and decision-making processes and to ensure a safe and respectful working environment for all the employees irrespective of their background and individual characteristics. By formalising this approach, Geysler Batteries also aims to prevent any forms of discrimination and other misconduct that may appear.

3 Our commitment

Geysler Batteries is committed to:

- a. Building and maintaining a safe and comfortable working environment where all employees are included, treated with dignity and respect, and placed in a position to contribute to our future success as well as to develop their careers;
- b. Providing equal opportunities and treating both candidates, employees and consultants alike based on their skills and expertise (that applies and is not limited to hiring processes, day-to-day work and in offering job promotion);
- c. Accommodating to differences and varying life situations of our employees, such as providing remote work opportunity and allowing to freely schedule own working hours based on individual's life situation;
- d. Offering a compensation based on skills, expertise and merits, leaving no room for bias towards individual characteristics, including and not limited to gender identity, religion, ethnicity, race;
- e. Ensuring opportunities for employees to express concerns and file appropriate complaints in case of discrimination and other forms of misconduct.

Geysler Batteries does not tolerate any type of discrimination based on gender, sexual orientation, gender identity, ethnic origin, nationality, skin colour, marital status, pregnancy and maternity, family and caregiver responsibilities, disabilities, religious faith, age, social position, personal convictions (including membership and activism in political parties, trade unions, associations).

4 Acting towards commitments

The policy is supported with a set of actions that Geysler Batteries has either already implemented or that will be fulfilled in accordance with the company's ESG plan.

Geysler Batteries is keeping internal statistics on the following D&I dimensions: gender, ethnicity, age, and nationality. Other dimensions may be considered as well. The statistics is monitored on an annual basis and indicators will be set for each of the monitored dimensions. The results will be reported in a dedicated section of annual sustainability review.

Geysler Batteries is aware of the effectiveness of the tools for preventing discrimination and improving diversity and inclusion and undertakes to continue adopting suitable measures.