

# BOARD OF DIRECTORS' RESOLUTION ON IMPLEMENTING THE GUIDELINE FOR DIVERSITY AND INCLUSION

**Company name :** ERGO Life S.A.

**Activity sector :** Activités financières et d'assurance

**Company category :** PME

## Description of the action

Implementation of a guideline for diversity and inclusion in the business operations of ERGO Life S.A. by the board of directors solution.

## Context

The board of directors of ERGO Life S.A. has decided to implement a binding guideline for diversity and inclusion as of 16/11/2022.

## Objectives

ERGO Life has implemented its commitment to diversity and inclusion, in particular through - the commitment at the highest management level of the company, the inclusion in the strategy for future corporate development and culture, the consideration of necessary budget decisions in connection with diversity and inclusion, the definition of areas of action for an active, lived implementation and promotion of diversity and inclusion and the continuous monitoring of the implementation of the defined areas of action, their critical review and their expansion.

## Approach

ERGO Group AG and its subsidiary ERGO Life S.A. are committed to their social responsibility for diversity and inclusion - both internally towards employees and externally. In line with the Group's Code of Conduct, ERGO Life defines the company-wide general approach to diversity and participation among employees in a guideline for the company with the aim of establishing minimum standards in the company and defining and promoting guidance for the conduct of the company's employees locally.

## Impact

ERGO Life actively and transparently promotes diversity and participation at all levels of the company.

## « To do »

Further awareness raising (internally and externally), diversity and inclusion firmly integrated into human resources management, promotion of accessibility (physical access, access to information and communication)