



NKG Policy Statement on Equality, Diversity and Non-Discrimination

At Neumann Kaffee Gruppe (NKG), equality, diversity, and mutual respect have always been fundamental to who we are as a company. As an international coffee company working across cultures, countries, and communities, diversity is not only part of our business, but also part of our identity. Every day, we collaborate with people from different backgrounds, experiences, and perspectives across our global value chain, from coffee farmers and cooperatives to employees, customers, and partners around the world. We firmly believe that our diversity makes us stronger, more innovative, and more resilient. It enables us to build sustainable relationships, make better decisions, and operate responsibly in the global coffee community.

Our Commitment

We are committed to promoting equality, diversity, and inclusion, and to ensuring that all individuals are treated with fairness, dignity, and respect. These principles guide our actions and shape a consistent, respectful, and inclusive environment across our global operations and business relationships.

The following core principles form the foundation of how we work and interact across our organization and value chain:

- **Respect and dignity:** Every individual must be treated with respect and in a manner that upholds their dignity and fundamental rights.
- **Diversity and inclusion:** We value diversity and foster inclusive environments where different perspectives, backgrounds, and experiences are respected and contribute to our sustainable success.
- **Zero tolerance for discrimination:** NKG does not tolerate discrimination or harassment in any form. This includes, but is not limited to, discrimination based on gender, gender identity, sexual orientation, age, nationality, ethnic origin, race, religion, disability, or any other characteristic protected by applicable law. We also strictly prohibit all forms of violence and harassment, including sexual harassment and gender-based violence.
- **Fair and equitable treatment:** All employment decisions – including recruitment, compensation, development, promotions, and job assignments – must be based on objective criteria and applied in a fair and unbiased manner.
- **Protection against retaliation:** We strictly prohibit any form of retaliation against individuals who raise concerns, report misconduct, or participate in investigations in good faith.
- **Human rights commitment:** NKG acknowledges and supports internationally recognized human rights principles across all operations.

Scope of Applicability

This Policy Statement applies to all officers, directors, managers, and employees of the Neumann Kaffee Gruppe worldwide. It also extends to agents, consultants, contractors, and other third parties acting on behalf of NKG.

Furthermore, NKG expects its business partners, suppliers, and service providers to uphold principles



consistent with this Statement as part of our commitment to ethical, responsible, and respectful conduct across our global value chain.

Grievance Mechanism

NKG maintains accessible, confidential, and safe channels for raising concerns related to discrimination, harassment, or any form of misconduct. Our global reporting channel, the NKG Integrity reporting platform (<https://integrity.nkg.net>), is available to all employees, workers, business partners and external stakeholders. It allows confidential and anonymous reporting.

All reports and concerns will be treated confidentially, and it contributes positively to our commitment to maintaining an ethical and compliant workplace. NKG strictly prohibits retaliation against any individual who reports a concern in good faith or participates in an investigation.

Governance

This statement is supported by, and interacts with, key NKG documents, including the NKG Code of Conduct, the NKG Supplier Code of Conduct, and our broader framework of internal Group policies, such as those on grievance mechanism, working standards, and occupational health & safety. As our due diligence processes continue to evolve, this Statement is considered a living document and will be reviewed and updated accordingly.

For questions regarding this Policy Statement, please contact Group Compliance at compliance@nkg.coffee.

The NKG Board of Management approves this Statement and oversees its strategic direction. Group HR is responsible for supporting the implementation of these principles, providing guidance, and promoting consistent practices across the organization. Management at all levels is responsible for fostering a respectful, inclusive, and non-discriminatory work environment and for ensuring that these principles are applied in daily operations.

All NKG Group Companies are responsible for implementing these principles and aligning local practices with this commitment, in accordance with applicable laws.

The Policy Statement on equality, diversity, and non-discrimination is adopted by the NKG Board of Management on 09/03/2026.