

# Our Commitment to Diversity, Equity, Inclusion and Accessibility

At Climeworks, we believe that diversity and an inclusive and equitable environment are key factors to success. Inviting and listening to different opinions and perspectives fosters innovation, growth, resilience, and adaptability, and has always been a part of how we work.

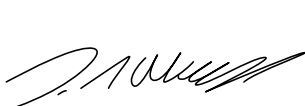
We welcome and celebrate the diverse identities and backgrounds that our employees have, be it in age, gender identity and expression, civil status, veteran status, maternity and parenthood, race, color, nationality, ethnicity, religion or belief, sex, or sexual orientation or disability. We commit to creating and maintaining a culture where everyone from every background feels included, welcome, valued and supported.

Two important initiatives have been brought to life so far, Women at Climeworks and Prideworks. Together with the Diversity, Equity, Inclusion and Accessibility (DEIA) Committee, these forums are open to all employees and provide valuable insights and propose roadmaps to continuously improve how we address new needs.

DEIA is an ever-evolving topic, and we regularly challenge ourselves on how we could do better. Going forward, we want to:

- Engage external experts to identify and eliminate potential barriers to inclusion or hindrances to our employees to perform at their best, especially to women, people of color, LGBTQ+ communities, veterans, underrepresented communities, and people with disabilities.
- Ensure that our hiring and people development practices foster equity and create a work environment where everyone feels welcome, safe, and supported in their professional growth.
- Aim for increased representation of diverse employees at all leadership levels, by identifying barriers and addressing them.
- Increasingly focus on local contracting or sub-contracting, and consider small- and or women- and or disadvantaged- or veteran-owned businesses.
- Set DEIA targets and regularly conduct anonymous culture and separate DEIA-specific surveys to measure our progress and hold ourselves accountable on where to improve.

This is our commitment to our employees: we will continue to strive for a more diverse, equitable, inclusive, and accessible working environment for all.



Jan Wurzbacher



Christoph Gebald