

Bertelsmann Diversity Statement

Preamble

Every day, all over the world, our employees are committed to the success and continuing development of our company. For generations, we have attached particular importance to workforce responsibility. The goal is to create a working environment based on collaboration, engagement and appreciation for everyone in the company. This intent is firmly anchored in our corporate culture.

This diversity statement expresses the common understanding of diversity at Bertelsmann SE & Co. KGaA, Bertelsmann Management SE, and all companies controlled by Bertelsmann SE & Co. KGaA. It is subject to continuous critical review, revision and improvement.

Our Understanding of Diversity

For Bertelsmann, the diversity of its workforce is a prerequisite for creativity, innovation and sustainable corporate prosperity. We want to further increase diversity among our employees at all levels and in every respect.

We promote a work environment characterized by integrity, tolerance, and mutual respect that recognizes the value and dignity of every individual. Harassment, bullying, intimidation, and abuse of power are prohibited. We do not tolerate any discriminatory behavior, e.g. on the basis of ethnic origin, nationality, gender, pregnancy or parenthood, marital status, age, disability, religion or belief, and sexual identity and orientation. This attitude implies that all leadership related decisions, for example recruitment, promotion or disciplinary measures, are to be made without discrimination.

These convictions are embedded in the *Bertelsmann Code of Conduct* and are also demanded from our business partners in the *Bertelsmann Supplier Code of Conduct*.

Responsibility for Diversity

Strategic responsibility for diversity within the Group lies with the Executive Board. In addition, business and HR leaders are particularly responsible for making diversity visible in practice through their function as role models. These efforts are supported by the Department for Corporate Responsibility & Diversity Management. The Executive Board and Group Management Committee also regularly review diversity issues, as do Bertelsmann's Management Representative Committee, employee representatives and other stakeholders and bodies at the various levels of the Group. An international diversity working group, a collaboration between divisional representatives and Corporate, also supports the introduction of measures aimed at strengthening diversity in both people processes and our corporate culture.

Contact partner in the event of violations

The Bertelsmann Integrity & Compliance department assists with enquiries about the Code of Conduct and ensures that information is checked for violations of the Code. Investigations are conducted with the greatest possible regard for confidentiality and compliance with data protection regulations.

integrity@bertelsmann.com

Bertelsmann's local works councils and representative bodies are also available to employees as contact partners.

The ombudsperson is another contact point available to everyone in the company if the appropriate contact partner is unclear for a concern at Bertelsmann or if a confidential conversation is preferred before taking further action.

The ombudsperson is a neutral, independent person. They can be approached in confidence regarding compliance violations within the company or to address problematic issues. Only upon the explicit request by the employee can the ombudsperson pass on the employee's concerns directly to the company. The employee can ask the ombudsperson to pass on the content of his conversation with the ombudsperson without disclosing the employee's identity.

ombuds@discussconcerns.com

An Internet system is available to our employees for reporting material violations of the Code of Conduct. This system, secured by special encryption, is available in several languages and allows a confidential dialogue with the Bertelsmann Integrity & Compliance department.

www.reportconcerns.com