

## Press release

### **SEFE joins the Diversity Charter - 'Charta der Vielfalt'**

- **Embracing diversity drives innovative thinking and leads to new solutions to business challenges**
- **Valuing and promoting different perspectives create a dynamic and creative working environment**
- **Understanding, and respect, enable long-term and trust-based relationships**

[Berlin, 08 October 2024] SEFE Securing Energy for Europe has joined 'Charta der Vielfalt' – the 'Diversity Charter', which is Germany's leading initiative promoting diversity in the workplace. In doing so, SEFE commits to "create an appreciative work environment – irrespective of age, ethnic background and nationality, gender and gender identity, physical and mental abilities, religion and worldview, sexual orientation and social background."

"Embracing diversity drives innovative thinking and leads to new solutions to business challenges. As a key ethical principle, diversity is a critical success factor for overcoming the challenges of global markets," says SEFE CEO Dr Egbert Laege, explaining the company's commitment to the Charter.

Diverse teams bring different cultural backgrounds, languages, and market knowledge across departmental and national boundaries. This helps to explore new markets and to serve existing ones better. A diverse corporate culture supports the adaptability and flexibility needed to be successful in a dynamic international environment, Laege continues.

SEFE's business partners and customers come from all over the world. "A deep understanding of and respect for different cultures and business practices enables us to build long-term relationships based on trust," adds Andrew Montague-Fuller, Head of ESG (Environment, Social and Governance). "Our commitment not only contributes to sustainable collaboration, but also strengthens our reputation as a reliable and respectful business partner."

#### **Initiatives and activities to promote diversity and pluralism**

SEFE is planning various initiatives and activities to promote diversity within the company. This starts with the selection of new employees, where SEFE attaches great importance to fair and inclusive processes in order to put together diverse teams. In addition, a new Learning Hub will offer training and language courses to raise intercultural awareness, promote leadership development and deepen understanding of diversity. SEFE will also support the professional development of talents from different backgrounds in mentoring programs. In this way, SEFE will provide its employees with the right tools to act in accordance with the values of the 'Diversity Charter'.

## **About SEFE**

SEFE, an international energy company, ensures the security of supply and drives the decarbonisation of its customers. SEFE's activities span the energy value chain, from origination and trading to sales, transport and storage. Through its decades-long expertise in trading and the development of its LNG business, SEFE has become one of the most important suppliers to industrial customers in Europe, with an annual sales volume of 200 TWh of gas and power. Its 50,000 customers range from small businesses to municipalities and multinational organisations. By investing in clean energies and especially in the hydrogen ecosystem, SEFE is contributing to the energy transition. The company employs around 2,000 people globally and is owned by the Federal Government of Germany.

Securing energy – now and for the future.

## **About 'Charta der Vielfalt', the 'Diversity Charter'**

Charta der Vielfalt e. V. is the largest employer initiative for the promotion of diversity in companies and institutions in Germany. The centrepiece of the association is the 'Diversity Charter', which was launched jointly by companies and politicians in 2006 to recognise and incorporate diversity into working culture and life. In January 2011, the formal organisation was launched and took over the charter and associated activities.

The aim of the initiative is to create a bias-free working environment and to ensure that all employees – regardless of age, ethnic background and nationality, gender and gender identity, physical and mental abilities, religion and worldview, sexual orientation or social background – are valued.

More than 5,000 organisations have signed the Diversity Charter to date, meaning that it represents more than 15 million employees. The association is supported by 38 member organisations. The initiative is supported by the Federal Government Commissioner for Migration, Refugees and Integration; and the Federal Government Commissioner for Anti-Racism, Reem Alabali-Radovan. Federal Chancellor Olaf Scholz is patron of the Diversity Charta.

## **Public Relations**

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