



HR Directive 3: Diversity, Equity and Inclusion

Subject: This Directive outlines SIX commitments to fostering Diversity, Equity, and Inclusion in the workplace.

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Scope: All wholly owned companies of SIX

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HR Directive 3: Diversity, Equity and Inclusion

1. Purpose of this Directive

SIX stands for *equity*. We foster an *inclusive* environment where people are appreciated for their contribution regardless of hierarchy, country of origin, ethnic background, gender, nationality, age, sexual orientation, physical abilities, or religion. Fair and respectful interaction is a pillar of our values and forms the basis for a healthy and inspiring work environment. We actively promote *diversity* as part of our ESG strategy in our teams, as it is our firm conviction that diversity generates new ideas, innovative approaches, and growth in general. Together, we can achieve more.

Therefore, to better serve the needs of financial market players, SIX must identify, address, and prevent systemic biases and inequities in its decision-making processes, employees' daily lives, and relationships with clients and stakeholders.

Because Diversity, Equity, and Inclusion (DE&I) allow us to achieve more, it's essential to understand what they mean and how SIX can fully embed them into the corporate culture. DE&I is integral to upholding the four values of the SIX Spirit: Customer Focus, Trust, Collaboration, and Ownership.

For us:

1. **Diversity** - We acknowledge and celebrate the unique backgrounds that each individual brings to the team. There is strength in our diversity. We leverage an inclusive environment with equitable experiences to unlock the potential that diversity offers us.
2. **Equity** - We strive to eliminate the traditional barriers that have hindered all people in the workplace. This concept signifies our commitment to fairness and justice. Everyone in our organization should have their individual needs met to perform in a psychologically safe environment.
3. **Inclusion** - We strive to ensure everyone from all backgrounds feels a sense of belonging and is valued. Diverse voices should be heard and appreciated. This appreciation leads to greater team cohesion and shared success.



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The dimensions of diversity we identify, although not limited to, are as follows:

1. **Country of Origin** - Country of Origin refers to a person's birthplace or where their family or ancestors come from.
2. **Gender** - Gender describes the roles, behaviors, and expectations traditionally associated with being male or female. There are more gender identities than the traditional binary identities, and this is different than biological sex.
3. **Race** - As a social construct, Race distinguishes people through physical features. Biologically, there is no difference between human beings.
4. **Nationality** - Nationality is the legal status people have based on being a member of a particular country or countries.
5. **Age** - Age accounts for the length of time a person has lived.
6. **Sexual Orientation** - Sexual Orientation is the spectrum of attraction a person has to other people.
7. **Physical Abilities** - Physical Abilities refer to the physical capacity to perform tasks and activities.
8. **Neurodiversity** - Neurodiversity is the natural variation in how people think, process information, and learn.
9. **Religion** - Religion describes the set of beliefs, values, and practices people have with regard to the existence of a higher power.
10. **Ethnic Background** - Ethnic Background is based on commonalities with other people that come from characteristics such as race, language, culture, nationality, and religion.

It is important to recognize that these dimensions can intersect in various ways, shaping an individual's advantages or disadvantages based on their identity.

This DE&I Regulation applies comprehensively to all aspects of SIX's operations and processes. The SIX Code of Conduct provides accountability for DE&I. Therefore, any potential incidents of harassment and/or discrimination will be handled according to the SIX Code of Conduct.



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2. Approach

We emphasize the following strategies based on our focus on DE&I through the dimensions we recognize:

1. **Human Rights:** Every unique individual deserves to live a life of dignity and respect. Therefore, we will ensure that SIX is neither complicit in human rights violations nor collaborates with those who are.
2. **Leadership Commitment:** Our leaders are role models who champion diversity, equity, and inclusion, integrating these values into strategy development, business decisions, and organizational culture. The Executive Board is actively involved in implementing DE&I goals and maintaining accountability for those efforts.
3. **Metrics:** To progress and become more inclusive and equitable, we set measurable goals and regularly assess our progress toward them.
4. **Equitable Opportunities:** We go beyond equal opportunities to ensure equity. This starts with our talent management and leadership development pipeline. Our processes are regularly evaluated to mitigate biases and ensure fairness.
5. **Inclusive Work Environment:** We foster a culture where people respect each other and value the diversity each individual brings to the team.
6. **Continuous Learning and Development:** Training programs will be incorporated into the SIX learning platform to ensure that employees are educated on important concepts over time.
7. **Employee Support:** Our Employee Resource Groups (ERGs) empower people from diverse communities to find support and help allies better understand those people's experiences. We will expand our ERGs when needed to support other groups inclusively.
8. **Health and Wellbeing:** Creating inclusive environments is imperative for healthy employees. We work with third parties to offer counseling for everyone.
9. **Supplier Diversity:** We will work with suppliers who share our values.



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3. Scope and Reach

1. **Employees:** Everyone from non-management to the Executive Board is expected to embrace diversity and cultivate an inclusive environment. Organizational climate is a collective responsibility.
2. **Leadership and Governance:** DE&I is embedded in the decisions of leadership teams, and governance and processes are equitable and inclusive. Leadership keeps a strong relationship with the Executive Board for accountability.
3. **Clients and Stakeholders:** We seek to ensure fair and inclusive interactions with clients, stakeholders, and partners, fostering this culture across the financial industry. This includes the start-ups, universities, and other strategic partners we work with.

4. Complaints Procedure and Sanctions

Any incidents of discrimination or harassment can be reported directly to the line manager, via the Compliance reporting platform , or via other established reporting channels according to internal law.

The SIX Executive Board will receive regular updates regarding the DE&I climate within the organization and be informed of issues that violate SIX values.

5. Effective date

This Directive enters into force on 01.07.2025.