

Diversity and Inclusion Statement

(Updated January 2023. See Diamond Sustainability Report for more information.)

Diversity and Inclusion

Diamond takes great pride in its talented and dedicated team members, all of whom help make it one of the most successful and innovative companies in the packaging industry.

Diamond believes that **each employee** contributes directly to the company's growth and success, and we hope everyone takes pride in being a member of our team.

Diamond is committed to fostering and cultivating a culture of **diversity** and **inclusion**. We value and celebrate our collective experience, talent, and self-expression. These strengths lead to a stronger, richer, and more rewarding work environment.

Segment (# employees as of December 2023)	2020		2021		2022		2023	
	Female	Male	Female	Male	Female	Male	Female	Male
Board (1)	83%*	17%*	1 100%	0 0%	1 100%	0 0%	1 100%	0 0%
Senior Management (7)	2 29%	2 29%	4 57%	3 43%	4 57%	3 43%	4 57%	3 43%
Management (16)	4 25%	12 25%	4 25%	12 25%	5 31%	11 69%	5 31%	11 69%
Total Workforce (234)	69 30%	162 70%	68 31%	151 69%	66 30%	157 70%	68 29%	166 71%

* Represents voting rights

