

Springer Nature Customer Service Center GmbH,  
Tiergartenstr. 15-17, 69121 Heidelberg, Germany

## Employee Networks: Gender Balance and Employing Disabled People

### *Springer Nature Women*

The Springer Nature Women global network provides a forum to promote gender equality and support self-defining women across Springer Nature to achieve their personal and professional ambitions.

The network aims to empower and inspire women, share knowledge and insights across the company, and build a real community to drive cultural change. Open to people of all genders, the network is run by a global team, running campaigns, hosting events and making a difference across Springer Nature.

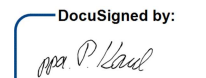
### *Springer Nature Disability & Neurodiversity Network*

The Springer Nature Disability & Neurodiversity Network provides support, advocacy and advice for employees with disabilities or impairments at a global and local level, and guidance for those wishing to support others.

Springer Nature Disability & Neurodiversity Network acts as a unified voice on issues related to disability, advising on accessibility and innovation for Springer Nature, as an employer and as a business.

Heidelberg, Germany  
25th April 2024



DocuSigned by:  
  
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Peter Philipp Werner Kaul  
General Manager  
Springer Nature Customer Service Center GmbH

*For the purpose of the validity of this statement, a photocopy, not notarized, of the identity document of the undersigned must be attached*



P. Neud

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 UNIONE EUROPEA/EIROPAS SAVIENIBA/  
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 UNIONI EWROPEA/EUROPESE UNIE/  
 UNIJA EUROPEJSKA/UNIÃO EUROPEIA/  
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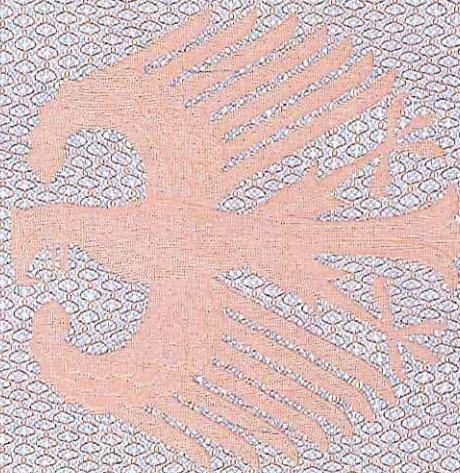
**BUNDESREPUBLIK DEUTSCHLAND**

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 ΟΜΟΣΠΟΝΔΙΑΚΗ ΔΗΜΟΚΡΑΤΙΑ ΤΗΣ ΓΕΡΜΑΝΙΑΣ/FEDERAL REPUBLIC  
 OF GERMANY/REPUBLIQUE FÉDÉRALE D'ALLEMAGNE/POBLAČHT  
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 REPUBBLICA FEDERALITÀL GERMANIA/BONDSREPUBLIEK  
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 DA ALEMANNIA/REPUBLICA FEDERALĀ GERMANIA/SPOLKOVA  
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 PASSEPORT/PAS/PASSAPORTO/PASE/  
 PASAS/JUTLEVEL/PASSAPORT/  
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 Signed using mobile

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