Putting People First

Building a culture of wellbeing, trust and belonging

HBK FiberSensing's approach to Social Sustainability

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Social sustainability starts with people

Four pillars shape the employee experience at HBK FiberSensing

01

Trust

Flexibility with accountability

02

Wellbeing

Support for the whole person

03

Belonging

Listen, share and grow

04

Purpose

Impact beyond the workplace

A sustainable workplace enables sustainable innovation.

People are the foundation of performance, innovation and long-term success.

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Trust grows through flexibility

Freedom with responsibility shifts the focus from location to outcomes



Freedom with responsibility

- Work from anywhere
- Focus on outcomes, not location
- Support work–life integration

WHY IT MATTERS

Better employee experience

Stronger attraction and retention

Greater ownership and accountability

Trust empowers people to do their best work.

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Wellbeing means supporting the whole person

A year-round mix of protection, support, awareness and connection

PHYSICAL WELLBEING

Health + life insurance · Weekly Pilates · Workplace exercise

MENTAL & EMOTIONAL WELLBEING

Global EAP · Team24 support · Mental-health awareness

AWARENESS & PREVENTION

Wellbeing Week · Sleep workshops · Guided meditation · Monthly movement & connection

Wellbeing is not an event. It is part of our culture.







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Belonging starts with employee voice

We ask, listen and act — then teams shape what happens next

1 **LISTEN** Annual Gallup engagement survey

2 **RESPOND** Team discussions and shared understanding

3 **ACT** Focused action planning



Employee voice matters

We do not assume what employees need. We ask, we listen and we act.

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Knowledge grows when it is shared

FiberPitch turns employee expertise into collective learning

FiberPitch

Monthly employee-led talks

- Share practical knowledge and experience
- Open to every employee
- Connect projects, products, quality and safety
- Give expertise greater visibility across teams



Everyone has something valuable to contribute.

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Purpose creates impact beyond the workplace

Two paid volunteering days turn values into action



2

PAID VOLUNTEERING DAYS PER YEAR

FOR EMPLOYEES

Sense of purpose

Personal growth

Skills development

FOR COMMUNITIES

Positive social impact

STEM outreach & education

Stronger local connection

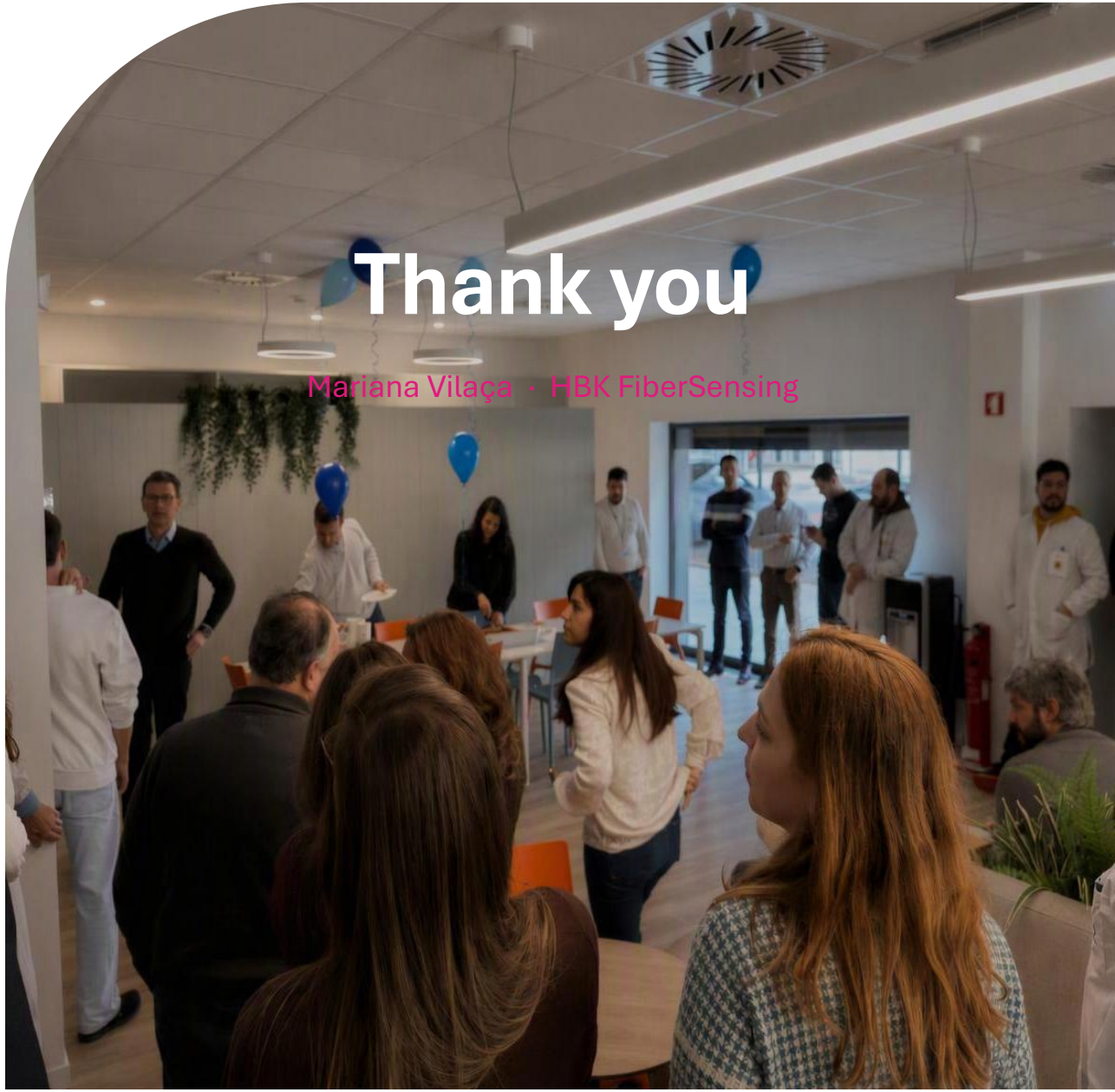
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**Technology may be what we create,
but people are what make it possible.**

TRUST · WELLBEING · BELONGING · PURPOSE



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