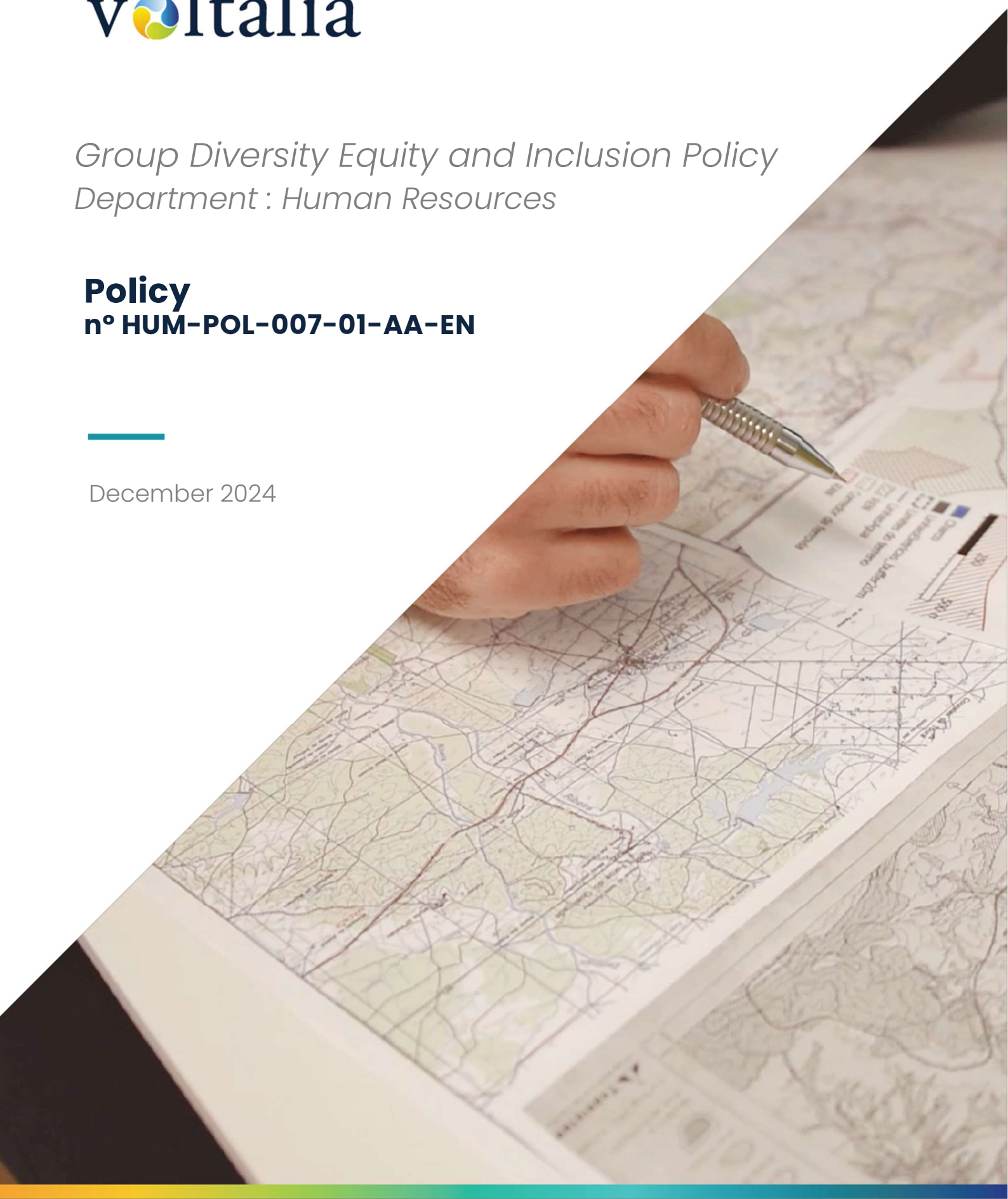




Group Diversity Equity and Inclusion Policy
Department : Human Resources

Policy
n° HUM-POL-007-01-AA-EN

December 2024



| | NAME | FUNCTION | DATE |
|----------------------|-----------------|--|---------------|
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1 OBJECTIVE

The objective of this Policy is to share the Voltalia's vision and relevant engagements related to Diversity Equity and Inclusion .

2 SCOPE

This Policy is aimed to be applied in all countries and companies of Voltalia Group.

3 COMMUNICATION

This Policy will be communicated to all employees through the intranet, My Voltalia, from December 2024.

4 RESPONSIBILITIES

The evolution and update of this Policy are under the responsibility of Group Human Resources team. The application of the contents and its implementation is the responsibility of all Human Resources teams and all management teams.

5 DESCRIPTION OF THE POLICY

VOLTALIA GROUP DIVERSITY, EQUITY AND INCLUSION POLICY

At Voltalia, we are committed to fostering a culture of diversity and inclusion that celebrates the unique perspectives, backgrounds, and talents of all our employees. We believe that a diverse and inclusive workforce drives innovation, enhances decision-making, and leads to better business outcomes.

We recognize that our strength lies in the diversity of our people, perspectives, and experiences. As a global renewable energy company committed to sustainability and innovation, we understand the importance of fostering an inclusive workplace where all employees feel valued, respected, and empowered to contribute their best.

Our Diversity, Equity and Inclusion Policy is aligned with international standards such as ILO Convention n°111 and the Guiding Principles on Business and Human Rights. It reflects our dedication to building a culture that celebrates diversity and promotes equality at every level of our organization.

1. Commitment to Diversity, Equity and Inclusion

We are engaged to create a diverse and inclusive workplace where every employee, regardless of race, ethnicity, origin, color, sex, gender identity, sexual orientation, age, disability, religion, political opinion, national extraction, social origin, or any other characteristic, feels valued and respected. We are committed to respect any local legislation related to diversity and inclusion, and to have a workforce that reflects the communities we serve and the global nature of our operations. We believe that by embracing diversity, we can drive innovation, creativity, and sustainable growth.

We provide training sessions to educate employees on diversity, unconscious bias, and inclusive behaviors. Additionally, our leadership team maintains an open-door policy, encouraging open discussions and feedback on diversity and inclusion topics.

Therefore, at Voltalia we expect that all employees have a responsibility to always treat others with dignity and respect. We maintain a zero-tolerance policy towards unlawful discrimination and harassment in any form. Our Ethics guide and Code of Conduct provide clear guidelines for expected behavior, and we have established an internal alert system for reporting any inappropriate situations experienced or witnessed in the workplace. Voltalia will systematically proceed with internal investigations in response to the alerts, adjusting the investigation format to each situation. Should any instances of discrimination or harassment be confirmed, Voltalia will take appropriate action to address and rectify the behavior.

2. Recruitment and Hiring Practices

Our Recruitment Policy and hiring practices take in account the promotion of equal opportunities for all candidates, including those from underrepresented groups in a country and or in the renewable energy sector.

We implement recruitment strategies to attract diverse candidates aiming to using diverse job boards, attending career fairs where underrepresented groups participate, and establishing partnerships with organizations that support diversity in the workforce.

We actively seek to hire and retain talent from diverse backgrounds by tapping into a wide range of talent pools. Our approach is grounded in a thorough skills analysis and work experiences of candidates, complemented by measures to mitigate bias in the hiring process. This includes providing training and support to hiring managers and talent acquisition teams to ensure a fair and equitable selection process.

3. Equal Opportunities and employee development

We provide equal opportunities for career development and advancement to all employees based on their skills, qualifications, and performance. We provide coaching, training, and leadership development programs to help employees from diverse backgrounds succeed in their roles and advance their careers within Voltalia.

We strive to create an inclusive workplace culture where every employee feels valued, respected, and empowered to contribute their unique perspectives and ideas. We provide training, create internal events and communications, and use different resources to promote awareness and understanding of diversity and inclusion issues, fostering open dialogue and collaboration among employees.

We understand and recognize the unique needs of our employees and are committed to providing the necessary accommodation to create an inclusive and supportive work environment. Whether it involves implementing flexible hours, adjusting workstations with specific materials, or addressing other individual needs, we strive to ensure every employee has the resources and support required to thrive.

4. Compensation

Voltalia places a strong emphasis on ensuring equal pay. We measure and analyze pay equity, identifying any gaps that may exist. We are committed to complying with all local legislation related to diversity and inclusion.

5. Accountability and Measurement

We are committed to holding ourselves accountable for progress towards a more diverse, equal and inclusive company. We conduct assessments of our diversity and inclusion KPIs, including employee demographics (respecting the local legislations), engagement surveys, and retention rates and use this data to identify areas for improvement and track progress over time.

In conclusion, at Voltalia, we believe that diversity, equity and inclusion are not only the right thing to do but also essential for our continued success and growth as a company in the Renewable energy sector. By fostering a culture of inclusion and equality, we will continue to drive innovation, sustainability, and positive impact in the communities we serve.

Sébastien Clerc
Voltalia CEO