

EQUALITY, DIVERSITY AND INCLUSION POLICY

Enerside Energy, S.A. ("Enerside") is a company committed to the continuous improvement of the company's internal processes, as well as to the social and environmental impacts that it generates, in all those areas and locations in which it has activity, presence and / or influence.

Enerside is a company whose economic activity focuses on the development, construction and operation of renewable electricity generation projects, mainly in South and Central America, the Caribbean and Spain. The operation is carried out directly by Enerside or by any company controlled by it in the different corporate forms legally in force ("Enerside Group"). In carrying out its activity, the Enerside Group engages with its own workers, local communities, suppliers, customers, business partners and other groups of interest. As a consequence of its business activity and its projects an impact is generated in the environment, both social, economic and environmental. One of the policy goals corporations is to improve these impacts.

The Corporate Policies contain the guidelines of good practices that govern the performance of Enerside and the companies that are part of the Enerside Group.

In application of the foregoing, the Board of Directors of Enerside is assigned the competence to design, evaluate and permanently review corporate governance and, specifically, to approve and update the Corporate Policies.

Enerside being aware that the human team is its main strategic asset and key to its business success and in the global improvement of all conditions, at the human level and the Environment as a whole, the Board of Directors approves this Equality, Diversity and Inclusion (the "Policy").

1. Purpose

This Policy seeks to achieve a favorable environment that facilitates and enhances respect, equal opportunities, arbitrary non-discrimination, equal opportunities and inclusion of the professionals of the companies belonging to the Enerside Group, thus betting on a model of people management committed to professional excellence and quality of life, all in accordance with current legislation in each country and following the best international practices.

This Policy constitutes one of the essential pillars of professional progress and its development implies equitable treatment to promote the personal and professional progression of the Enerside Group's human team. Likewise, the purpose of this Policy is also the continuous improvement of the work environment and to make possible a better quality of life at work.

2. Scope of application

It is applicable in all the companies that make up the Enerside Group, as well as in the investee companies not integrated in the Enerside Group over which Enerside has effective control, within the legally established limits.

In those subsidiaries to which this Policy is not applicable, Enerside will promote, through its representatives in its administrative bodies, the alignment of its own policies with those of Enerside.

In addition, this Policy is also applicable, as appropriate, to joint ventures, temporary unions of companies and other equivalent associations, when Enerside assumes its management.

Finally, this Policy also applies to the relationships that Enerside employees establish with third parties outside the Enerside Group.

3. Definitions

Arbitrary Discrimination: Arbitrary Discrimination will be understood to be any distinction, exclusion, restriction or preference, based on attributes that are not related to the job hired and that has the effect of invalidating or weakening equal opportunities and treatment in employment. Discriminatory practices can be direct or indirect.

Discrimination can be based on grounds such as: race or ethnicity, skin color, nationality, language, socio-economic situation, sex, gender identity, sexual orientation, marital status, religion or belief, ideology or political opinion, unionization or participation in trade union organizations or the lack of them, age, affiliation, social origin, family status, personal appearance, illness or disability and the reconciliation of life work and family.

Expatriate: A worker who, temporarily or permanently, has been assigned to work in a different country (country of destination) from the company where he is hired (country of origin).

Equality: Equality is understood to be the equalization of all employees of the Enerside Group, regardless of their gender or sexual orientation.

People: Department of People.

Sustainability: Sustainability Committee.

4. General principles

The Enerside Group totally and absolutely rejects any form of non-compliance with the principles established in this Policy, at the same time that it undertakes to ensure and promote diversity, inclusion and equality, both among the employees of the Enerside Group and in relationships of the same with external third parties.

Enerside will promote and maintain a climate of respect for the person's dignity, honor and identity. It will also ensure the highest standards of confidentiality regarding any information on the private sphere of workers to which it may have access. Consequently, in compliance with the values and principles contained in the Compliance Manual and in the Company's Code of Ethics, the following key principles are adopted:

4.1.- Arbitrary Non-Discrimination

All workers must be treated exclusively on the basis of their professional abilities and skills in all decisions relating to the employment relationship. For their part, all workers must respect the Policies, Codes, Internal Directives, Plans and other instruments approved by Enerside.

All forms of discrimination for political, religious, national, ethical, racial, linguistic, gender, sexual identity and age reasons are prohibited. Likewise, any form of discrimination for participating or being a member of a union or political party and any other form of social discrimination is also prohibited.

In no case and under no circumstances will harassment or harassment be tolerated, both against workers and against third parties external to Enerside.

4.2.- Equal Treatment and Dignity for all forms of diversity

Diversity is a value that must be reinforced and encouraged. In this regard, equal treatment and opportunities must be guaranteed for any kind of diversity. In addition, it is highlighted that personal factors related to the reconciliation of work and family life cannot give rise to a less favorable treatment.

4.3.- Inclusion

Enerside undertakes not to restrict access to any person for any reason protected by this Policy, whether they are employees, clients, suppliers or any other third person external to Enerside.

Anyone will have the opportunity to participate in the Company's processes and there will be no type of barriers to their role, such as their nationality, geographic location, gender, religion, culture, beliefs, sexual orientation, disability, age or any other diversity.

4.4.- Reconciling work and family life

Enerside promotes a balance between work and family life, providing solutions to meet the real and daily needs of its workers. It seeks to promote respect for the different situations in which a person may find themselves throughout their working life.

5. Action plan

In order to achieve the objectives and commitments indicated in terms of equal opportunities, the Enerside Group will apply the following basic principles of action:

- a) Guarantee the quality of employment in the promotion of equal opportunities and non-discrimination. For this, the establishment of stable and quality jobs will be promoted, with training updates that guarantee a continuous improvement of the skills and competencies of professionals

- b) Demonstrate equitable treatment that encourages the personal and professional progression of the Enerside Group's human team, in application of the principle of equal opportunities at work, in the following areas:
- Promotion, professional development and compensation: assess the knowledge and skills necessary to perform the job, through the evaluation of objectives and performance. In particular, both in the realization of individual proposals of objectives, as in the evaluation of performance and, where appropriate, of the salary increase, criteria of equal opportunities, non-discrimination and respect for diversity will be considered. In this sense, an equitable treatment will be promoted that promotes the personal and professional progression of the Enerside Group's human team, in such a way that the knowledge and skills necessary for each job position are recognized, the contribution of professionals to the creation of value, as well as the dedication and responsibility in the performance of their duties
 - Selection: choosing the best professionals through selection systems based on the knowledge and skills of the candidates
 - Hiring: it is forbidden to establish non-objective or discriminatory salary differences, in order to ensure adequate integration of the professional to the company, work group and / or position
 - Training: Enerside is committed to ensuring the education and training of each professional in the proper development of their work
 - Elimination of any actions contrary to the content of this Policy
- c) Promote equality, in its broadest sense and, in any case, in accordance with the definition established in this Policy, in training, professional promotion and working conditions:
- Reinforce the commitment to gender equality and diversity
 - Guarantee the principle of equal opportunities in professional development, eliminating obstacles that may prevent reaching this objective
 - Analyze preventive measures to correct inequalities before they occur and, in any case, in order to promote gender diversity in positions of responsibility at Enerside
 - Promote objective selection and professional development mechanisms and procedures that facilitate gender diversity. Among others, it will be promoted through the implementation of specific training and professional development monitoring programs
 - Seek equal, balanced and diverse representation in the different decision-making bodies and levels in all areas of consultation and decision-making of Enerside
 - Promote the establishment of working conditions with a perspective of diversity and gender equality, allowing the reconciliation of personal and working life for all professionals, ensuring the elimination of all discrimination based on gender
 - Promote collaboration programs with educational centers to promote diversity and gender equality related to Enerside's businesses; and
 - Collaborate in the fight against gender violence by establishing specific programs that include protection, support and information measures, to accompany and protect victims of gender violence
- d) Equalization of the working conditions and benefits of all professionals
- e) Respect the principle of equal working conditions in the establishment of working conditions for jobs that represent the same requirement and the same value; and

- f) In order to recognize, respect and manage generational differences, in order to respect and ensure integration, motivation and knowledge transfer, Enerside will carry out a mentoring program to support workers, at the discretion of the Committee of Enerside address. The worker may also voluntarily request the People Department to assign a mentor
- g) In order to recognize, respect and manage the differences between people of different nationalities and promote their integration, all expatriates will be assigned a mentor, according to the person's needs, who will assist and support them throughout the duration of their expatriation
- h) Courses and workshops on behaviors and values related to diversity and inclusion will be designed for teams in the Human Resources area
- i) Have a registry of workers in which the average salaries of each professional category are recorded in order to comply with the principles and rules of action in terms of equality, diversity and inclusion contained in this Policy, as well as in the legislation current applicable in each case

6. Control and evaluation

To achieve the objectives established in this Policy, Enerside has a People Department.

The People Department is responsible for implementing this policy and monitoring its implementation based on the objectives and KPIs (Indicators) defined by Enerside.

The Department of People will define the objectives and those in charge of matters related to equality, diversity and inclusion, for which it will have the support of the Department of Sustainability, in order to guarantee the integration and balance of economic, social and environment, and that such an integrated approach is achieved. These objectives will be published in the Sustainability Plan and in its respective report.

7. Validity

This Policy was approved by the Board of Directors of Enerside Energy, SA on September 3, 2021.

Tomàs Casanovas Martínez



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Chairman of the Board

Joatham Grange



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