

## EQUALITY, DIVERSITY AND INCLUSION POLICY

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

Enerside is a company whose economic activity is focused on the development, construction and operation of renewable electricity generation projects, mainly in South and Central America, Italy, 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 the development of its activity, the Enerside Group establishes its relationship with its own workers, local communities, suppliers, customers, business partners and other stakeholders. As a result of its business activity and its projects, it generates an impact on the environment, both social, economic and environmental. One of the objectives of corporate policies is to improve these impacts.

The Corporate Policies contain the good practice guidelines that govern the actions of Enerside and of the companies integrated in the Enerside Group.

Pursuant to the foregoing, Enerside's Board of Directors is empowered to permanently design, assess and review corporate governance and, specifically, to approve and update Corporate Policies.

Being Enerside 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 a human level and in the environment as a whole, the Board of Directors approves this Policy on Equality, Diversity and Inclusion (the "Policy").

### **1. Purpose**

This Policy seeks to achieve a favorable environment that facilitates and enhances respect, non-discrimination, equal opportunities and inclusion of the professionals of the companies belonging to the Enerside Group, betting, consequently, on a people management model committed to the professional excellence and quality of life, all in accordance with the legislation in force 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 established as the continuous improvement of the work environment and to make possible a better quality of life at work.

## 2. Scope

This Policy is applicable to all the companies that make up the Enerside Group, as well as to the investee companies that are not part of the Enerside Group over which Enerside has effective control, within the legally established limits.

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

Finally, this Policy is also applicable to labor relations that Enerside employees establish with third parties outside the Enerside Group.

## 3. Definitions

**Arbitrary discrimination:** “Arbitrary discrimination” shall mean any distinction, exclusion, restriction or preference, based on attributes that are not related to the work contracted and that has the effect of invalidating or weakening equal opportunities and treatment in employment. Discriminatory practices can be direct or indirect.

Discrimination may be based on reasons such as: race or ethnicity, skin color, nationality, language, socioeconomic status, sex, gender identity, sexual orientation, marital status, religion or belief, ideology or political opinion, unionization or participation in union organizations or lack thereof, age, affiliation, social origin, family status, personal appearance, illness or disability and work-life balance and family life.

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

**Equality:** Equality is understood as the equality of all the workers of the Enerside Group, regardless of their gender or sexual orientation.

**People:** People Department, also called the People Department.

**Sustainability:** responsible for Sustainability

## 4. General Principles

The Enerside Group totally and absolutely rejects any form of non-compliance with the principles established in this Policy, while committing to ensure and promote diversity, inclusion and equality, both among the workers of the Enerside Group and in the relationships with 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 about the private sphere of the 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.- No arbitrary discrimination*

All workers must be treated, exclusively, on the basis of their professional skills and abilities in all decisions related 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, nationality, ethical, racial, linguistic, gender, sexual identity and age reasons are prohibited. Likewise, any form of discrimination for participating or being a member of a trade union or political party and any other form of social discrimination is also prohibited.

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

### *4.2.- Equality of treatment and dignity for all forms of diversity*

Diversity is a value that must be reinforced and promoted. In this aspect, equal treatment and opportunities must be guaranteed for any kind of diversity. In addition, it is emphasized that personal factors related to reconciling work and family life cannot lead to 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, customers, suppliers or any other third party external to Enerside.

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

#### 4.4.- Reconciliation of family and work 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 can find themselves throughout their working life.

### 5. Control and evaluation

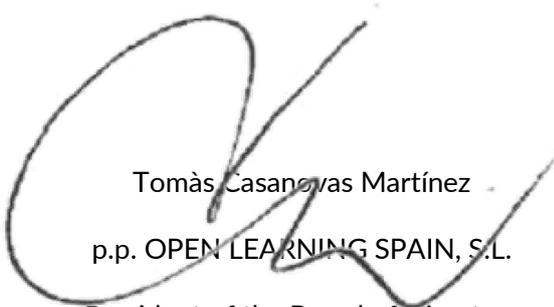
To achieve the objectives established in this Policy, Enerside has a People Department.

The People Department is responsible for implementing this Policy and monitoring its implementation.

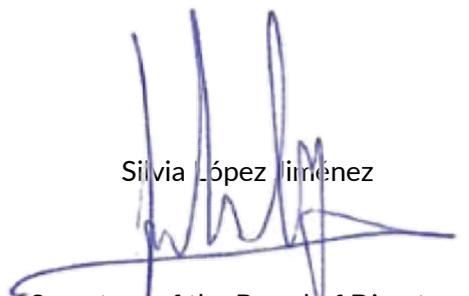
The People Department will define the objectives and those in charge of matters related to equality, diversity, and inclusion, for which it will have the support of those responsible for Sustainability, in order to guarantee the integration and balance of economic interests, social and environmental,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

### 6. Validity

This Policy was approved by the Board of Directors of Enerside Energy, SA on July 29, 2022.

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Tomàs Casanovas Martínez  
p.p. OPEN LEARNING SPAIN, S.L.  
President of the Board of Directors

A handwritten signature in blue ink.

Silvia López Jiménez  
Secretary of the Board of Directors