

Policy Diversity & Inclusion

This Policy aims to promote equal opportunities, ensure respect for personal rights and freedoms and enhance the diversity (gender, age, ethnicity, culture, ability, religion and nationality, experiences, thinking style, sexual orientation and identity, political opinions and any other subjective characteristic) of its employees and collaborators as key elements for the success and sustainable development of the company. For Absolute Energy, inclusion encourages the expression of everyone's potential and facilitates collaboration between people. To this end, the Company does not tolerate any form of direct or indirect discrimination or harassment.

Who does this Policy apply to?

The Policy is addressed to all employees and collaborators of Absolute Energy (the "[Company](#)" or "[AE](#)"). The principles set out herein are also applicable to relations with all our *stakeholders*.

What does this Policy contain?

- The values that characterize our corporate culture and represent the guiding principles underlying the strategies we intend to implement to overcome stereotypes and prejudices, as well as the tools that allow us to identify all those situations that prevent our people from feeling a sense of belonging to the culture and values promoted by the Company.
- Our commitment to ensuring respect for diversity, inclusion and equal opportunities towards and by our *stakeholders* at every organizational level.
- The objectives we aim to pursue with the adoption of this Policy and the initiatives connected to it.

What is the purpose of this Policy?

- Valuing differences, recognizing that personal perspectives and experiences can enrich decision-making and spur innovation within the organization.
- Create an inclusive environment, ensuring that our employees and collaborators feel respected – regardless of their differences and subjective characteristics – and can participate fully in working life, thus contributing to the success of the organization.
- Implement practices that minimize unconscious bias and discrimination, both in hiring and promotion, in training and professional development, and generally across the entire value chain, by collaborating with *AE stakeholders*.
- Consolidate the Company's reputation, as a visible and authentic commitment to diversity and inclusion can enhance its image and attract high-quality talent who in turn value these principles.
- Ensure *AE's compliance with* local, national and international regulations relating to non-discrimination and equal opportunities.

What principles and documents inspire this Policy?

- Code of Ethics;
- ESG Policy;

- UN Global Compact;
- UN Women Empowering Principles;
- UN Gender integration in renewable energy policy;
- **UNI PdR 125:2022.**

OUR VALUES

We are committed to creating and promoting a **safe, respectful and rewarding work environment**, based on tolerance, flexibility and collaboration, where inclusion and equity are fundamental values to ensure the full expression of everyone; we believe that the combination of people from different cultures and social and generational backgrounds can increase the success of the organization and foster the achievement of the goals of individuals and the community.



Gender, Age, and Sexual Orientation

We ensure that everyone, regardless of their gender, has the same opportunities for professional development, access to leadership positions, and fair compensation.

We also recognise that generational differences can lead to different working styles, expectations and ways of communicating, and therefore promote intergenerational teamwork, lifelong learning, and knowledge transfer.

When it comes to sexual orientation, we strive to create an environment where everyone feels free to be themselves without fear of discrimination or prejudice.



Ethnic group

We recognize and respect ethnic differences: we are aware of the different ethnicities represented by our *stakeholders*, and we seek to create an inclusive environment that respects and celebrates them. We strongly believe that bringing people of different ethnicities together adds value, supports innovation, accelerates growth, and fosters better decision-making.



Cultural background

We promote the understanding and acceptance of different cultures within the organization, valuing cultural diversity as a valuable resource and respecting different backgrounds, traditions, languages, nationalities, orientations, religious beliefs and beliefs, life perspectives and personal and professional growth.

We promote intercultural training, awareness-raising to combat stereotypes and prejudices, and communication that considers different cultural perspectives

We are committed to recognizing and combating all forms of racism to create a better environment for future generations.



Skill

We are committed to removing physical and psychological barriers for people with disabilities and ensuring an accessible and safe space for all, thus facilitating the inclusion of our employees and contractors with disabilities.



Work-life balance

Work-life balance is another key aspect of our stakeholders' well-being and can directly affect their productivity and job satisfaction. To this end, we promote work-life balance to support the real, everyday needs of our employees and contractors, support flexible working and *smart-working* policies, and respect employees' right to disconnect outside of working hours. Personal situations related to work-life balance (pregnancy, maternity, paternity, *part-time*, flexible working, *caregivers*, etc.) cannot justify any form of discriminatory treatment. In general, the set of initiatives we promote and aimed at ensuring inclusion contributes to creating a more balanced work environment.

OUR CONCRETE COMMITMENT

Our primary commitment is to prohibit any form of discrimination, implementing all measures, including organizational measures, useful to remove any obstacles that may exist to achieve the full enhancement of diversity, and not to tolerate any form of violence and harassment, creating a safe, healthy and inclusive work environment thanks to the identification and implementation of specific actions that, with a view to rebalancing any situations of inequality found, bring back fairness and equal treatment for all parties involved.

Prohibition of discrimination and guarantee of equal opportunities

AE rejects any type of discrimination on the grounds of gender, gender re-assignment, sexual orientation, ethnic origin, nationality, age, social or marital status, religious faith and/or belief, political and/or trade union orientation, state of health, condition of different ability, language and culture.

AE guarantees all employees and collaborators the opportunity to participate in company processes without distinction based on personal characteristics, with reference to processes concerning recruitment, promotions, training and development, working conditions, remuneration, changes of location and job. AE recognises and respects individual differences and fosters a work environment where everyone feels welcomed and valued.

Recruitment, recruitment and management of personnel

We are committed to ensuring that the processes of selection, recruitment and management of personnel are based on objective criteria regarding the assessment of skills and professionalism, thus avoiding any form of discrimination, direct and/or indirect, and ensuring fair and impartial processes.

All positions sought are advertised to encourage applications from all sections of the community, with particular attention to vulnerable groups.

Internal mobility is encouraged to foster professional growth.

The assignment of responsibilities, compensation policies, career advancement and the recognition of *benefits* are based on criteria of meritocracy, transparency and fairness, based on skills and experience and not influenced by bias.

We are committed to ensuring the greatest possible flexibility in the types of transfers, favouring short-term, commuting and remote work.

We are committed to dealing with dismissals in a fair, transparent and respectful manner, ensuring that these processes are impartial, non-discriminatory and based on objective elements, clearly communicating the reasons behind them and ensuring support for employees who leave the Company.

Professional Development & Training

We are committed to investing in the continuous training of all employees and contractors, providing training and professional development opportunities regardless of diversity and ensuring that training materials are culturally sensitive.

We promote *mentorship* and *coaching* programs that engage *diverse leaders*.

We encourage everyone's interaction and participation during the courses, promoting a climate of mutual respect and openness in the context of training activities and providing objective and constructive feedback to foster growth. We carry out regular training on diversity, inclusion and equal opportunities issues for the benefit of all employees and collaborators, committing to promoting awareness on these issues through events, *workshops* and open discussions within work *teams* and educating staff on how to manage situations involving diversity and inclusion issues.

Social & Recreational Programs

We are committed to creating social and recreational programs that are accessible, respectful, and inclusive for all our employees and contractors, regardless of their personal characteristics, and we ensure that our programs are open to all, without discrimination based on their diversity, encouraging their participation in diverse groups, and creating an environment where everyone feels welcome.

We are committed to ensuring that resources (such as space, equipment and funding) are allocated equitably across programmes and ensure that their content reflects the diversity of experiences and cultures.

We encourage interaction between participants from different backgrounds and promote the organization of events that celebrate diversity and foster inclusion. Each participant is expected to respect others and contribute to a positive environment.

We constantly monitor equity in access to social and recreational programs and the use of inclusive and respectful language.

The commitments outlined above concern:

our **leaders**, who must be role models and promote an environment that respects the principles of diversity, inclusion and equal opportunities

our **stakeholders**, who are required to comply with this Policy and to promote a positive working environment, actively participating in the development of the Company

our **relevant third parties**, whom we require to promote and adopt practices that value diversity, equal opportunities and inclusion, as well as to combat all forms of discrimination, violence, intimidation, threats or harassment.

OUR ASPIRATIONS

We aim to create and maintain an inclusive, respectful and sustainable work environment for all employees and collaborators, in the belief that an appropriate policy of diversity, inclusion and equal opportunities can also generate important benefits for the Company.



Creativity and innovation

The diversity of perspectives and backgrounds ensures greater creativity and innovation. Different ideas can stimulate new approaches and solutions.



Talent attraction and retention

Organizations that actively promote diversity, inclusion, and equal opportunities attract talent from diverse backgrounds. Employees and contractors feel more satisfied and motivated when they feel welcomed and respected.



Increased performance

We believe that an inclusive environment creates a positive working climate and encourages the active participation of all employees and collaborators. Diverse *teams* tend to be more productive, adaptable, and achieve better results.



Reduction of bias

Diversity policies help reduce bias and promote equality and substantive fairness.



Improvement of the Company's reputation

Organizations that promote diversity, inclusion, and equal opportunities are perceived positively by the public. This can improve the Company's reputation and attract customers and investors.

This Policy is subject to periodic review to ensure its effectiveness and alignment with applicable business objectives and laws.

AE promotes the use of specific channels for reporting any violations of this Policy, ensuring the protection of the confidentiality of the identity of the subjects involved, the prohibition of retaliation for reasons related to the reports as well as the carrying out of the appropriate investigation and investigation activities according to the *best practices* on the subject. To this end, the Company has implemented a reporting system accessible to all *stakeholders* at the following email address: diversityinclusion@ae-capital.com.

Reports are handled in accordance with applicable regulations.

This Policy is brought to the attention of all *the Company's* stakeholders and is the subject of specific training sessions aimed at improving awareness and reducing prejudices, creating a corporate culture based on respect for diversity, inclusion and equal opportunities, a fundamental part of the Company's value system.

D&I's programs and actions are constantly monitored to verify their effective application and effectiveness.