

DIVERSITY AND EQUAL OPPORTUNITIES POLICY

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CHAPTER I – INTRODUCTION

Solaria Energía y Medio Ambiente, S.A. (“Solaria” or the “Company”) is committed to meeting the challenges presented in its Corporate Code of Ethics, especially as regards the values and principles of action it assumes with its employees. In this sense, diversity and equal employment opportunities are inalienable rights and are of fundamental importance to ensure respectful and non-discriminatory treatment and a workplace environment based on openness and trust.

This diversity policy reflects the Company’s efforts to uphold the highest ethical standards and regulatory requirements set forth under Organic Law 3/2007 and DecreeLaw 6/2019. To this end, Solaria has established a series of objectives and measures to promote diversity and equal employment opportunities for men and women in the workplace.

CHAPTER II – SCOPE OF APPLICATION

This diversity policy applies to all the professionals of Solaria, regardless of their physical location or function, and to all subsidiaries over which Solaria has effective control. For the purposes of this policy, the employees of all the group’s companies are considered professionals of Solaria.

Compliance with this diversity policy is to involve at all times strict observance of current legislation and the corresponding regulations and internal rules of Solaria.

CHAPTER III – INTERNAL EQUALITY PLAN

The Diversity Policy is complemented by an internal Equality Plan in which Solaria establishes specific objectives, indicators, measures, deadlines for achievement and those responsible for diversity and equality in the workplace. This Equality Plan is valid for a period of four years from the moment it is signed. After two years, Solaria will

evaluate the degree of progress in the implementation of the measures and their results, considering the adoption of new actions if necessary.

Three months before the end of the period of validity, the parties will begin the evaluation of the global results of the Equality Plan, which will serve as a diagnosis for the definition of the next Plan, as well as for the modification of the present Policy.

The Equality Plan, which serves as an internal action guide for this Policy, has been prepared on the basis of an initial diagnosis that determines the company's initial situation in terms of equality and diversity. Based on the results of this analysis, all potential actions, objectives and indicators to be developed in the Plan have been identified.

In accordance with the requirements of the Law, the following areas have been analyzed in the diagnosis:

- Selection and hiring process
- Professional classification
- Training
- Professional promotion
- Working conditions
- Co-responsible exercise of the rights of personal, family and working life
- Women's representation
- Prevention of sexual harassment and harassment based on sex

CHAPTER IV – PURPOSE OF THE POLICY

The Diversity Policy establishes a set of measures aimed at promoting diversity and equal opportunities between men and women in an open and inclusive work environment.

It is defined in a global and cross-cutting manner: global, as it is aimed at the entire workforce - male and female employees - and cross-cutting, as it adopts the principles of respect and non-discrimination at all levels of decision-making and management.

For its correct implementation, monitoring and evaluation, Solaria is committed to guaranteeing the necessary resources and instruments.

The general objectives of the Policy are:

- To recognize and value all types of diversity, whether based on gender, race, age, disability, sexual orientation, nationality, education, religion, political ideology or any other differentiating factor.
- Reinforce the company's sensitivity and culture regarding diversity and inclusion and promote a work environment of respect and acceptance.
- Ensure effective equality of opportunity and treatment between women and men in labor relations and human resources management.
- Ensure the absence of discriminatory biases and reinforce the principle of equal opportunity in the company's decision-making - policies, strategies and actions.
- Extending the commitment to diversity and respect to the company's relations with third parties.

CHAPTER V – RESPONSABILITIES

The control of the effective application of this Policy is a function attributed to the Ethics, Compliance and ESG Committee, as well as to promote, monitor and periodically review the alignment of the principles of diversity and inclusion with the company's strategy and activity.

The Ethics, Compliance and ESG Committee will have the collaboration of the Equality Committee, to achieve the promotion, monitoring and periodic review of the commitments assumed by this Diversity Policy.

The Ethics, Compliance and ESG Committee supervises and monitors the Policy through objectives and indicators that it must report periodically to the Board of Directors.

The Board of Directors, through the Ethics, Compliance and ESG Committee, is responsible for evaluating and approving this Diversity Policy, as well as periodically supervising and evaluating its overall integration.

En caso de que se produzca un incumplimiento de cualquiera de los compromisos o principios recogidos en la presente Política, Solaria adoptará las medidas que correspondan.

The Company has established a communication channel, to which both employees and third parties may address themselves, in order to communicate any doubts or

suggestions, as well as to denounce unethical or illegal behavior of which they are aware: canalcompliance@solariaenergia.com

CHAPTER VI – PRINCIPLES OF ACTION

- a) Guarantee equality of opportunity and treatment in the selection processes.
- b) Eradicate the use of discriminatory language in any type of corporate, internal or external communication.
- c) Promote a balanced presence of women and men at all levels of the company, with special attention to the incorporation of women in areas where women are underrepresented.
- d) Prioritize internal mobility and/or the increase/reduction of working hours over external recruitment, promoting the dissemination of vacancies through internal communication channels.
- e) Provide training on equality to the entire workforce, and in particular to the people in charge of the organization and with people under their responsibility.
- f) Ensure that training activities are accessible to all employees.
- g) Ensuring equal opportunities and equal treatment in promotion processes.
- h) Strengthen reconciliation and co-responsibility measures.
- i) Promote the exercise of conciliation rights.
- j) Incorporate the gender perspective in the elements of the safety, health and welfare strategy of the workforce, with special attention to situations of risk due to pregnancy.
- k) Preventing and eradicating any conduct involving harassment at work, sexual or gender-based harassment.
- l) To disseminate and strengthen comprehensive protection measures against gender-based violence.
- m) Promote a company culture committed to and involved in equal treatment and opportunities between men and women.

CHAPTER VII – COMING INTO EFFECT

This policy was submitted by the Ethics, Compliance and ESG Commission to the Board of Directors of Solaria, who approved it at their 28 July 2020 meeting, and it came into effect the day after its approval.

CAPÍTULO VIII - COMUNICACIÓN DE LA POLÍTICA

This Policy will be available to all Solaria Group employees as well as to all the Company's stakeholders through the corporate web page (www.solariaenergia.com).

The Policy will be the object of all communication and training actions required for its knowledge and understanding.

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