



Diversity & Inclusion Policy

Faria Renewables S.A

1. Introduction & Purpose

At FARIA Renewables, we believe that diversity and inclusion (D&I) are essential to building a sustainable, innovative, and high-performing organization. We are committed to fostering a workplace where every individual is respected, valued, and empowered to contribute their unique perspectives, regardless of gender, age, ethnicity, religion, sexual orientation, disability, or any other characteristic protected by law.

This policy sets out our principles and commitments to ensuring equal opportunities and creating an inclusive culture across all areas of our operations.

2. Our Commitment

We commit to:

- Ensuring equal opportunities in recruitment, promotion, training, and development.
- Maintaining a zero-tolerance approach to discrimination, harassment, bullying, or any form of exclusionary behavior.
- Building an inclusive culture where employees feel safe, respected, and valued.
- Reflecting the diverse communities we serve in the composition of our workforce and leadership.

3. Scope

This policy applies to all employees, contractors, consultants, suppliers, and business partners of FARIA Renewables worldwide. This policy extends to all aspects of our operations, including recruitment, promotions, training, and external partnerships.

4. Key Principles & Actions

We will achieve our D&I objectives through the following actions:

- **Inclusive Recruitment & Hiring:** We use fair and unbiased recruitment processes to attract diverse talent. Shortlists and interview panels will, whenever possible, reflect gender and cultural diversity.
- **Equal Pay & Progression:** We are committed to pay equity and transparency, ensuring equal pay for equal work and fair career development opportunities.

- **Training & Awareness:** We provide mandatory training on unconscious bias, anti-harassment, and inclusive leadership to all employees.
- **Leadership Accountability:** Managers and executives are responsible for embedding diversity and inclusion within their teams and setting measurable objectives.
- **Partnerships & Community Engagement:** We collaborate with external organizations to promote inclusion in the renewable energy sector and the communities in which we operate.

5. Accountability & Reporting

We encourage anyone who experiences or witnesses discriminatory behavior to report it through our confidential reporting channels. All reports will be thoroughly investigated, and appropriate action will be taken. Retaliation against any individual for reporting in good faith is strictly prohibited.

We will measure our progress annually and communicate key D&I metrics as part of our Environmental, Social & Governance (ESG) reporting.

6. Alignment with Global Standards

Our Diversity & Inclusion Policy aligns with:

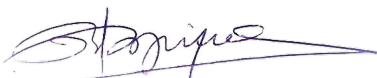
- United Nations Sustainable Development Goals (SDGs) – particularly Goals 5 (Gender Equality) and 10 (Reduced Inequalities).
- UN Global Compact Principles and ILO Conventions.
- Best practices from leading renewable energy companies (Iberdrola, Ørsted, Enel Green Power).

7. Review

This policy will be reviewed annually by the Human Resources and Sustainability teams to ensure it remains relevant, effective, and aligned with international best practices.

Approved and signed by

Efthalia Valkouma
President and CEO

A stylized signature in purple ink, appearing to read "Efthalia Valkouma".

Dimitrios Kintsakis
Vice President and CEO

A stylized signature in purple ink, appearing to read "Dimitrios Kintsakis".