

## Equal Employment and Opportunity Policy

### Purpose

The purpose of this policy is to state the commitment of OffgridSun, on its own behalf and on behalf of its subsidiaries and affiliates, to the principles of equal employment opportunity and a discrimination-free workplace.

### Policy

OffgridSun is an equal opportunity employer. The Company complies with all laws, rules and regulations intended to prevent discrimination in the workplace. The Company prohibits discrimination of any type and affords equal employment opportunities to employees and applicants without regard to ethnicity, race, skin colour, gender, religion, political or other opinion, sexual orientation, gender identity or expression, age, disability status, and other distinguishing characteristics.

The Company believes that equal employment opportunity applies to everyone and that it may be especially important for people with certain characteristics that have historically been subjected to unfair treatment in the workplace. OffgridSun is committed to treating qualified job applicants and employees eligible for promotion fairly and based on merit, and to make all reasonable efforts to avoid conscious or unconscious bias that may lead to potential discrimination.

### Scope

This Policy applies to all aspects and activities related to OffgridSun and its employees and potential employees, including:

- Recruitment and employment
- Promotion or demotion
- Transfer
- Training
- Working conditions
- Wages and salary administration (including benefits)
- Layoff and termination

This Policy also applies to the selection and treatment of independent contractors, personnel working on the Company's premises who are employed by temporary agencies, and any other persons or firms doing business for or with the Company.

### Implementation of Policy

The following actions are put in place to implement this Policy:

- *Pay Policies.* Audits to detect and rectify any discrepancies in compensation for similar roles and responsibilities between genders.

- *Hiring Practices.* Policies and practices to foster diversity and inclusion in the recruitment and hiring processes, creating diverse candidate pools, using gender-neutral language in job descriptions, and employing unbiased selection criteria.
- *Transparent Growth, Promotion and Advancement Processes.* Projects for career growth equally defined, and promotion and advancement processes fair, transparent, and merit-based, rather than influenced by gender or other biases. Equal opportunities for career development and advancement for all employees.
- *Gender-Inclusive Benefits.* Benefits and policies catering to the needs of all genders, including parental leave, flexible work arrangements, childcare support.
- *Workplace Policies.* Policies that prohibit discrimination, harassment, and bias based on gender. Clear channels for reporting and addressing complaints related to gender-based discrimination or harassment.

The HR department of OffgridSun is responsible for the communication and implementation of this Policy and the principles contained within it. Directors, managers, and supervisors are responsible for implementing equal employment practices within each department.

The Human Resources department is responsible for overall compliance and maintains personnel records in compliance with applicable laws and regulations.

OffgridSun will not tolerate any parties directly or indirectly engaging in a violation of this Policy. Employees found to have violated this Policy will be disciplined, with consequences up to and including employment termination.

## Reporting of Violations

Any person who suspects that a violation of this Policy has, may have occurred, or may occur in the future, is expected to notify in written their direct manager or [whistleblower@offgridsun.com](mailto:whistleblower@offgridsun.com).

OffgridSun encourages feedback regarding actual or potential violations of this Policy and will support any report of a genuine concern made in good faith, even if the report turns out to be mistaken. OffgridSun is committed to ensuring no one suffers detrimental treatment, including dismissal, disciplinary action, threats or other unfavourable treatment, as a result of reporting in good faith their suspicion that a violation of this Policy is or may be taking place in any part of OffgridSun's business or the business of OffgridSun's partners.

Approved by the CEO on 04/09/2025

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**OFFGRIDSUN S.R.L.**  
Via Verdi, 45  
35013 Cittadella (PD)  
P.IVA/C.F. 05013960280  
