



Doral's Fair Employment, Equality, Diversity and Inclusion Policy



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At Doral, we firmly believe in people and the power of achieving joint success by encouraging the development of relationships based on trust, cooperation, mutual respect, and care. As an entrepreneurial company whose success is heavily dependent on the quality of our human capital, professionalism, reliability, and our ability to grow our business – our employees play a central role in enabling the achievement of our strategic goals.

Our employees are valued as our full partners in the work and growth of the Company. Furthermore, we staunchly believe in the value of professional, dedicated, and motivated employees who are connected to Doral's entrepreneurial vision for a sustainable future. To attract, foster, and retain such talent, we work to create and ensure a flexible, pleasant, supportive, enlightening, and trust-based work environment.

Lead by our key values, we work to uphold and safeguard human rights, to promote fair and equitable employment, and diversity and inclusion:



Succeeding together

Fairness in business
 Foundation of trust
 Cooperation
 We affirm the importance of integrity and fairness while taking full responsibility in our areas of operation.
 Our business is built on relationships of trust and integrity both in and outside of the Company and we hold all of our employees and representatives to high professional standards, requiring them to take responsibility both for their personal behavior and towards the organization.



Ensuring professionalism, excellence, and ethics

Aspiring for excellence
 Investing in human capital
 Belief in continuing education and development
 Conduct according to business ethics, integrity and fairness.
 We support and promote employee development with the goal of preserving the highest level of professionalism, operational excellence and ethics in the Group's business and subsidiaries, enabling the application of knowledge and expertise in our areas of operation.



Fostering an inclusive and respectful organizational culture

Behaving respectfully and considerately
 Promoting patience and tolerance
 Promoting diversity and inclusion
 Our organizational culture is shaped by our commitment of upholding human dignity as a supreme value and treating every single person with care, courteously, considerately and kindly, aspiring to create a work environment that is characterized by diversity different cultures and peoples, aspiring to encourage a sense of belonging and personal and professional fulfilment among our employees.

In realization of the Company's commitment to promoting gender diversity and inclusion, we have set goals to increase the representation of women in the Company, accounting for 28% of the Board of Directors members by 2024 and to 33% by the end of 2025, and 33% of management positions by the end of 2025.

Doral supports progress towards the **United Nations' (UN) Sustainable Development Goals** (SDGs). As part of our commitment, Doral supports principles of human rights, fair employment, and decent work and economic growth, all of which are directly connected to SDG 8 – thereby doing our part to promote lasting, inclusive and sustainable economic growth.

We also support the **UN Universal Declaration of Human Rights** and the principles set out in the International Labour Organization's Declaration on Fundamental Principles and Rights at Work.

This policy is presented as a public document and is a declaration of our commitment to promoting fair and equitable employment, as well as diversity and inclusion, with the aim of raising awareness among all our stakeholders to act on this issue. This document is relevant to all the Company's subsidiaries and joint ventures.

Approach to fair employment based on trust

At Doral are committed to maintaining an environment characterized by fair employment, decent, and equal employment conditions. We carry out our business while conducting ongoing dialogue with our employees, while also encouraging the development of decent and supportive relationships between the Company's management and our employees.

Our approach is to provide our employees with full freedom of action that is built on mutual trust.

Our employees' performance is assessed based on their productivity and achievements. We provide them with the choice of determining the location and hours of their work in coordination with their department managers. Similarly, we provide our employees with leave and sick days as required.

Personal contracts govern our employees' terms of employment and they may vary on an individual basis according to their skills, education and role. Employees' agreements regulate their wages, vacation periods, convalescence leave, notice periods, severance pay, sick days, education funds, and additional benefits, in addition to ensuring that they sign confidentiality and non-compete clauses as part of the agreement.

We respect everyone at Doral

At Doral, we respect every individual.

We encourage equality and forbid any discrimination based on race, color, religion, sex, sexual orientation, marital status, origin, or nationality, disability, or age.

We will safeguard the dignity and privacy of our employees and will always comply with applicable labor laws in the country of operation.

In accordance with our Code of Ethics, we expect our employees to act considerately, while recognizing the feelings of others, to behave appropriately at all times, and to refrain from any action that may damage the values of the workplace and/or community in which they operate.

We expect our employees to communicate respectfully and exercise appropriate caution and discretion in any formal or informal communications relating to the Company's business.

Prohibition of discrimination, abuse, or harassment of any kind

Doral has a **zero-tolerance policy for harassment** in general and sexual harassment in particular that applies to all of its employees, suppliers, and partners. We prohibit abusive or harassing behavior of any kind toward others and take strong action to prevent abuse and discrimination at work.

We prohibit offensive speech, especially any discriminatory language.

Diverse and inclusive hiring

We believe that the presence of talented and diverse employees is key to achieving innovation and creativity. By employing a diverse and inclusive workforce, the Company grows stronger, enabling us to establish our role as a leader in the renewable energy market that deliver the most inventive and advanced solutions possible. For these reasons, we are committed to the long-term cultivation of professional and diverse human capital.

Doral has chosen to promote gender diversity with an emphasis on integrating women into positions in the Company's management and Board of Directors.

Reporting violations of this policy

We encourage employees to report any incident that raises a concern of conduct and which violates the Code of Ethics and/or this policy, be it harassment or any inappropriate behavior as soon as it occurs.

Employees are instructed to contact their direct managers or the Company secretary if they believe they have information or knowledge of a violation, and are presented with the option of filing an anonymous report with the Company's internal auditor or through a comment box in the Company's offices.

The Company's policies on sexual harassment, abuse and discrimination at work are enforced as part of Doral's open-door policy that is enforced at all levels of management, from department managers to the Company chairman. Any employee who feels

uncomfortable or vulnerable at work is invited to contact any of the Company's managers or the CEO.

Tracking, monitoring and reporting

Doral closely monitors employee feedback and recruitment data and we promote training and empowerment activities for our employees. At the same time, we work to identify ways to continually improve our efforts in achieving a more fair, diverse, and inclusive workplace.

More information on our relevant initiatives is available in our annual ESG report.

Promoting fairness, equality, diversity, and inclusion among all stakeholders

At Doral we work to raise awareness and promote relevant activities to advance the topic with all our stakeholders. Special emphasis is placed on our engagement with following stakeholder groups:

- **Our employees** – cultivating a respectful, inclusive organizational culture that encourages cooperation and mutual respect.
- **Business partners and suppliers** – encouraging suppliers and business partners to safeguard human rights, fair, ensure equitable employment, and promote diversity and inclusion among their employees and in their value chains. We also encourage and conduct supplier assessments regarding these aspects.
- **Subsidiaries and portfolio companies** – evaluation of ESG activities and encouraging growth of related activities.
- **Communities and social partners** – encouraging the communities and social partners we work with to uphold human rights, fairness, diversity, and inclusion. Prioritizing investment in social initiatives that further diversity and inclusion.

We will also continue working to promote dedicated initiatives to promote diversity and inclusion, such as our 'Women Executives in Energy', among others and more.

Implementation of this policy

The following details how this policy is implemented by the Company:

- **Ongoing management by Doral's Human Resources:** A dedicated human resources manager has been appointed and is responsible for human capital and welfare in the Company, which includes implementation of this policy, management and oversight of the topic, and monitoring to ensure achievement of our goals.

- **Doral's sexual harassment prevention officer:** The Company secretary has been appointed as the designated manager in charge of implementing guidelines for the prevention of sexual harassment and handling any relevant incidents.
- **Doral's managers and employees:** Doral's managers and employees are responsible for the ongoing implementation of this policy in accordance with the Company's strategy.
- **Guidance and management of the topic from Doral's management:** Doral's management attaches utmost importance to preserving and developing the Company's human capital, which, as the name implies, is our primary asset. This is done through periodic discussions regarding the Company's progress on the topic.
- **Guidance from Doral's Board of Directors:** Doral's Board of Directors is committed to guiding and monitoring the implementation of this policy through periodic discussions conducted and attended by all board members.

We invite our stakeholders to submit feedback and inquiries to the following email address: esg@doral-energy.com