

DIVERSITY, EQUAL OPPORTUNITIES AND INCLUSION (DEI) POLICY

Introduction

Elevion Group is a leading European provider of end-to-end decarbonization and energy efficiency solutions, with over 60 companies across more than 12 markets. Elevion is committed to ethical, sustainable practices that benefit our clients, partners, and society at large, promoting both economic and social growth.

Purpose

This Diversity, equal opportunities, and inclusion (DEI) policy reflects our commitment to creating a workplace where every individual feels respected, valued and supported, in line with Elevion Group's Code of Conduct. We believe that diverse perspectives fuel innovation, and that a culture of inclusion makes us stronger as a company.

Main Principles

Our DEI policy reflects a company culture built on the following principles:

- Respect for every employee's opinion and privacy
- Consideration of individual needs and circumstances
- Zero tolerance for discrimination, with a proactive focus on prevention
- Recognition of diversity and inclusion as drivers of innovation, loyalty, and strategic growth
- Appreciation of diverse perspectives, skills, and collaborative contributions
- Commitment to creating an inclusive work environment where everyone's uniqueness is valued
- Promotion of a respectful, open, and friendly company culture
- Working conditions that support DEI values at all organizational levels
- Support for work-life balance and family responsibilities
- Protection and empowerment of vulnerable groups
- Tailored opportunities for employees over 50, those with disabilities, parents of young children, and informal carers
- Continuous improvement of employee conditions in response to evolving needs

Global Standards Alignment

Elevion Group's DEI approach aligns with internationally recognized standards:

- **UN Global Compact 10 Principles:**¹ Standards on human rights, fair labor, environmental responsibility, and anticorruption.
- **UN Sustainable Development Goals (SDGs):** Supporting SDG 10 and 16.²

¹ <https://unglobalcompact.org/what-is-gc/mission/principles>

² 10. Reduced Inequalities, 16. Peace and Justice.

Key Performance Indicators (KPIs)

- **Participation in Elevion Group Code of Conduct training:** Achieve 95% annual employee training compliance across the Elevion Group.
- **Employee Development & Training:** Increase training – including DEI training – to 13 hours per employee annually by 2027, 14 hours by 2030.

Reporting

DEI data is collected annually and forms an integral part of the Elevion Group's consolidated sustainability report.

Stakeholder Engagement

All Elevion Group employees are introduced to this DEI policy and kept regularly informed through training sessions, internal newsletters, emails, and meetings.