

ЕНЕРГЕТИЧНА КОМПАНІЯ
«ТЕХНОЛОГІЯ»



DIVERSITY, EQUALITY AND INCLUSION POLICY

ENERGY COMPANY
«TECHNOLOGIA» LLC

Approved by a resolution of the Board of Directors (Minutes No. 3
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Introduction

The company is committed to ensuring equality, diversity, and inclusion in all aspects of its activities. We value and appreciate the diversity of our employees and partners, and strive to create an environment of equal opportunity for growth and development.

Mission and Vision

The Diversity, Equality and Inclusion Policy was developed with the following purposes in mind:

- To ensure equal opportunities and eliminate discrimination or harassment of the Company's employees in all aspects of its activities;
- Creating a safe environment that allows all employees, regardless of gender, background, or abilities, to grow and fulfill their potential.

Our vision encompasses three aspects:

- **Diversity** is a combination of differences and commonalities that encompasses a wide range of characteristics: individuality, religious and political beliefs, educational background, age, gender, skin color, ethnicity, physical characteristics, worldview and spirituality, sexual orientation, language, marital status, and other aspects that make each person unique.
- **Equality** - ensuring that every employee has equal access to opportunities and resources, and is treated fairly and with respect, without prejudice or discrimination.
- **Inclusion** - is the formation of a working environment where every employee feels valued, respected, and supported, and where their contributions are recognized and appreciated, fostering active participation and a sense of belonging.

The company provides an inclusive environment where everyone can freely express their ideas, grow, and succeed by collaborating with colleagues from diverse cultural, social, and professional backgrounds. We embrace individual differences and diversity within our team and follow the principles of social inclusion to ensure equal rights and opportunities for all employees.

Scope of The Policy

This policy extends to all employees and other individuals involved in the Company's activities.

Goals, Objectives, and Principles

Key objectives for ensuring equality, diversity, and inclusion:

- **Creating a supportive and friendly work environment.** The company provides safe and comfortable working conditions for all employees, where their individual qualities are valued and respected.
- **Preventing discrimination and harassment and eliminating prejudice.** The Company's policy is designed to protect employees from any form of discrimination or harassment, as well as to implement procedures that ensure equal rights and opportunities for everyone.
- **Promoting employee diversity.** The company creates an environment where every employee can realize their potential and implements programs that support professional development and career growth.
- **Supporting equal opportunities.** The company ensures equal access to training, development, and career advancement, while avoiding any form of discrimination. Particular attention is paid to involving representatives of diverse social and cultural groups at management levels.
- **Fostering an inclusive environment.** The company creates conditions that take into account all aspects of diversity and promote effective collaboration, acceptance, a sense of belonging, and professional growth among employees.
- **Implementation of programs and initiatives.** The company implements measures aimed at fostering a corporate culture of equality, diversity, and inclusion among its employees.

Key priorities for promoting equality, diversity, and inclusion:

- A zero-tolerance policy toward discrimination;
- An inclusive hiring process;
- Support for self-expression initiatives
- Ensuring access to resources

The Company operates in accordance with its core values, upholding fairness and social responsibility, in a manner that reflects the fundamental principles of managing equality, diversity, and inclusion:

- Leadership in Equality and Diversity

The Company actively supports and fosters a culture where equality, diversity, and inclusivity are core values.

- Inclusive Culture

The Company supports the creation of an environment where every employee feels like part of the team and has equal opportunities for participation and development.

- Integration into All Aspects of Business

The Company ensures compliance with the principles of equality and diversity in all areas of its operations, including recruitment, performance evaluation, and employee development processes.

Key principles of the strategy for ensuring equality and diversity in the workforce:

- **Non-discriminatory recruitment.** The company selects candidates based on objective criteria, regardless of gender or other characteristics, ensuring equal opportunities for professional development.
- **Professional skills development.** The company supports programs that promote the development of employees' professional and

personal competencies, thereby increasing work efficiency and the achievement of strategic goals.

- **Transparent selection process.** The company guarantees transparency and equal opportunity in the process of appointing individuals to leadership positions, including collaboration with external agencies.

Methods for Promoting Equality, Diversity, and Inclusion

The key methods for managing equality, diversity, and inclusion are:

- Compliance with anti-discrimination laws;
- Creating an optimal workplace environment
- Addressing unacceptable behavior
- Ensuring diversity in decision-making
- Communication and transparency
- Supporting inclusive hiring and promotion
- Ensuring physical and informational accessibility.

Prohibited Conduct

Definition of prohibited conduct under this Policy:

- **Discrimination.** This refers to actions intended to violate the requirements of this Policy in the process of providing employment opportunities, compensation, or benefits; creating discriminatory working conditions; or applying discriminatory evaluation standards. Such conduct may be based in whole or in part on an employee's race, skin color, national origin, age, religion, health status, gender, sexual orientation, or family status, or other characteristics.

- **Harassment.** This refers to verbal or physical conduct intended to intimidate, threaten, or coerce. Harassment also includes verbal ridicule or insults (particularly based on race or ethnic origin) that, in the employee's opinion, negatively affect their ability to perform their job. The Company's policy prohibits all forms of harassment.

- **Sexual harassment.** This refers to conduct of a sexual nature that does not constitute sexual assault or violation of a person's sexual integrity, but is expressed verbally, non-verbally, or physically (words, gestures, body movements, touching, patting, or other similar actions). Such actions demean the dignity of the employee and may create an intimidating, hostile, or offensive environment. Sexual harassment in any form is prohibited under this Policy.

The Company will take necessary and comprehensive measures to prevent and address such violations.

System for Handling Ideas and Complaints Regarding Equality, Diversity, and Inclusion

The key principles for dealing with ideas and complaints regarding equality, diversity, and inclusion are:

Open discussion. The Company encourages employees to engage in open dialogue regarding the provisions of the Policy and welcomes constructive suggestions for its improvement.

Channels for Reporting. Regarding issues related to the provisions of the Policy, as well as in cases of violations of its requirements, Company managers and employees, as well as business partners and other interested parties, may contact:

- their immediate or senior management;
- via the email address provided in the relevant section on the Company's official website.

Reporting Violations. Any person who considers that they have been subjected to discriminatory actions, harassment, or abuse, or who has witnessed such incidents, has the right to report the unacceptability of such behavior directly to the party they consider to be the violator and to file a complaint.

Protection guarantees. Given the delicacy of such situations, the Company guarantees anonymity, confidentiality, and the absence of any sanctions against employees who have filed a report. Any persecution of individuals who have voluntarily reported violations of the Policy's principles is considered a separate violation.

Objectivity and Impartiality. The Company ensures that all reports are reviewed carefully, objectively, and competently. No measures are taken against an employee without conducting a proper internal investigation.