DOMINION

DIVERSITY, EQUALITY & INCLUSION POLICY

PEOPLE & CULTURE
2021

PURPOSE

The **Diversity, Equality and Inclusion Policy**, (hereinafter the "Policy") of **DOMINION** (hereinafter the "Company"), establishes the guide lines that should govern the Company, affirming its commitment to the application of best practices, based on international standards of reference and reflecting the social reality, in order to consolidate corporate ethics in the countries where it operates.

The purpose of this Policy is to promote respect for the law, equality and inclusion for our employees in order to ensure non-discrimination based on race, sex, religion, marital status, political ideology, nationality, or any other personal, physical or social condition. Correspondingly, it aims to promote the Sustainable Development Goals (SDGs) five, eight and ten, approved by the United Nations supporting the creation of decent jobs, ensuring gender equality, reducing inequalities in the Company through the protection of labour rights, and promoting a safe and secure work environment.

The Company's People & Corporate Culture area expresses its commitment to governing a human team, affirming that the promotion of this policy has a real impact on the quality of leadership, satisfaction and commitment of its professionals.

SCOPE

This Policy establishes the guidelines and lines of action regarding Diversity, Equality and Inclusion within the Company, as well as its communication to stakeholders and global implementation.

It also maintains a firm commitment to promote equity, diversity and inclusion, through inclusive leadership, as levers of change and business sustainability.

It also involves the stakeholders, being the responsibility of the entire Company's human team, with the shared objective of creating a work environment that promotes Diversity, Equality and Inclusion.

This policy is aligned with and complements the Company's corporate policies and internal regulations, and is applicable to all the companies that make up the Company.

PRINCIPLES

Given that people are the Company's most important asset, the difference and plurality of people, equal opportunities, non-discrimination and labour inclusion are strategic priority factors.

This is achieved through socially responsible, transversal, integrative and inclusive management of the human team, based on:

- The rich diversity of its teams, due to the great variety of cultures, ethnicities, knowledge, beliefs, skills, languages and experiences that allow the Company's full potential to be developed.
- A flexible and inclusive culture of collaboration and equity that allows all members to contribute to their full potential.
- The establishment of a process, in which recruitment, training, development and promotion opportunities for positions are awarded on the basis of employee's knowledge, attitudes, skills and competencies.
- Equal opportunities, ensuring non-discrimination.

To this end, the Company's management implements the following principles.

1. **Cultural Diversity -** Value, respect and take advantage of cultural differences.
   - Consider cultural diversity as a source of knowledge and talent, creating added value in the Company.
   - To foster respect, intercultural understanding and the value of cultural diversity in the Company, promoting the integration of our teams through awareness, equipping them with the tools to develop a global mindset and intercultural understanding and thus work effectively, virtually or face-to-face.

2. **Generational diversity -** Contribute to the labor integration and coexistence of the different generations, since all of them are a source of continuous enrichment, due to their approaches and capabilities, both for the professionals and for the Company.

   - Work to actively embrace and manage the challenges associated with a multigenerational workforce.
   - Promote and ensure the labor integration, management and utilization of multigenerational talent in the Company.

3. **Gender Diversity** - Foster gender equity at all levels and promote equal opportunity.
   - Promote a work environment that fosters dignity, respect and equal opportunities.
   - To reduce, in similar positions, the salary gap between both genders.
   - Promote the presence of women at all levels, ensuring their presence in management and leadership positions.
   - Foster work-life balance.

4. **Affective-sexual diversity** - Ensure an inclusive environment for all people, regardless of their sexual orientation or identity.
   - Eliminate any indications of harassment and discrimination in the Company.
   - Foster an inclusive environment by integrating all groups in the Company, making visible the commitment to non-discrimination and equal opportunities, and sensitizing teams to affective-sexual diversity.

LINE OF ACTION

The Company establishes the following basic lines of action to ensure the achievement of the purpose set forth in these principles:

- Promote the use of inclusive language in all corporate communications, both internal and external, suppressing all discriminatory language and ensuring neutrality in the image projected by the Company.
- Guarantee the application of the non-discrimination principle in recruitment and hiring processes.
- Ensure that meritocracy is prioritized in recruitment and internal promotion processes, regardless of origin.
- Ensure salary differences are not established for personal, physical or social reasons.
- Ensure that regardless of the group to which they belong, all professionals receive sufficient knowledge, skills and abilities for the proper performance of their duties, including specific actions focused on diversity and the refusal of discrimination.
- Adapt integration and conciliation measures to cover all family modalities.
- Ensure a work environment free of harassment by establishing agile and effective channels for reporting harassment.
- Communicate and foster the Diversity, Equality and Inclusion policies, the Code of Conduct and the Harassment Protocol.

DOMINION's diversity policy aims to promote respect for the law, equality and inclusion for our employees, and diversity aspects have also been developed and applied specifically to the composition and appointments to the Company's Board of Directors.

Diversity in the Board of Directors

- The Nomination and Remuneration Committee must ensure and ensures that people of both sexes who possess the qualifications and ability required for the position are taken into consideration.
- In this respect, the Nomination and Remuneration Committee ensures that persons of both genders serve as members on the Board of Directors, thereby endeavouring to ensure that the percentage of women's participation does not decrease.
- Likewise, Article 17 of the Board of Directors' Rules was amended and the basic function of setting a representation target for the least represented gender on the Board of Directors, and preparing guidelines on how to achieve this target, was expressly attributed to the company's Nomination and Remuneration Committee.
- The Nomination and Remuneration Committee has concluded that when vacancies arise - which does not happen frequently - the relevant parties will be urged to encourage the selection of female Directors until the target is met.

COMPLIANCE AND REVIEW

In order to adapt its content to new requirements that may arise in the environment, market or organization, the content of this policy will be reviewed annually by the Corporate Management of People & Culture, ensuring monitoring of the progress of all strategic lines of action, arising from the implementation of this policy.

Its content shall be communicated to the Company and shall be made available to interested parties at all times.

This policy was approved by the Corporate Management of People & Culture on March 15th, 2021.