

Gender Equality Plan 2023

0. Messages from Top Management



The global scale of GreenVolt's business implies a high level of responsibility in everything we do. For us, **Diversity, Equality and Inclusion** are fundamental principles that we live by and apply on a daily basis, fundamental to build strong and creative teams, encourage innovation, and evolve as an Organization that follows the challenges of Society.

CEO of GreenVolt Group, João Manso Neto



Our ambition is to lead the energy transition and promote a sustainable future with equitable opportunities, where everyone feels free to contribute with different knowledge and experiences, regardless of their gender, background, values and culture. We want an energy transition of everyone for everyone.

HR Director at GreenVolt Group, Mariana Ortiz Gala

1. Introductory Note

According to the United Nations, gender equality concerns "equal rights, responsibilities and opportunities for women, men and children" and aims to provide equal valuation, recognition and participation in all spheres of public and private life.

Over the last few years, gender equality issues have been given particular attention and relevance by the main international instances. Portugal has been following this journey, assuming in the national panorama the concern for gender equality. In this respect, the following stand out:

- **Fundamental Rights and Duties enshrined in the Constitution of the Portuguese Republic** (namely article 13) which is subsequently concretized, among other instruments, by Subsection III of the Labour Code - Equality and Non-Discrimination and in Subsection IV (Parenthood).
- **Ministerial Order No. 84/2015, of 20 March**, which creates and regulates the measure for the Promotion of Gender Equality in the Labour Market.
- **Council of Ministers Resolution no. 103/2013 of 31 December** (V National Plan for Equality) which, among other objectives, seeks to strengthen with private sector companies the implementation of equality plans.
- **Resolution of the Assembly of the Republic no. 48/2013**, of 4 April, which recommends to the Government the adoption of measures to effectively defend and enhance women's rights in employment.
- **Council of Ministers Resolution No. 19/2012 of 8 March 2012**, which stipulates the mandatory adoption of a plan for equality in all entities of the State business sector, oriented towards achieving equal treatment and opportunities between genders, eliminating discrimination and facilitating the balance between professional, family and personal life.
- **Law No. 62/2017 of 1 August**, which approves the system of balanced gender representation in the management and supervisory bodies of business public sector entities and listed companies, stipulating in Article 7 the obligation to prepare and display annual plans for gender equality. This law also established that the proportion of men and women newly appointed to each management and supervisory body cannot be less than 20% from the first elective general meeting after 1 January 2018, and 33.3% from the first elective general meeting after 1 January 2020, something that GreenVolt already fully complies with.

Thus, and under the provisions of Article 7 of Law No. 62/2017 of August 1, 2017, GreenVolt prepared the Plan for Gender Equality, corresponding to its base year (year in which the GreenVolt share was admitted to listing on Euronext Lisbon), which is why it is not possible to compare the evolution of the indicators presented. The Plan is an important organizational instrument, which aims to promote good practices in pursuit of a single goal: **building a fairer and more equal society**.

The Plan for Gender Equality, applicable to both employees and members of the management and supervisory bodies, develops and details the identity and values of the GreenVolt Group, complementing the commitments made by GreenVolt on gender equality in other Policies and Codes, and which are part of its daily practice and resources.

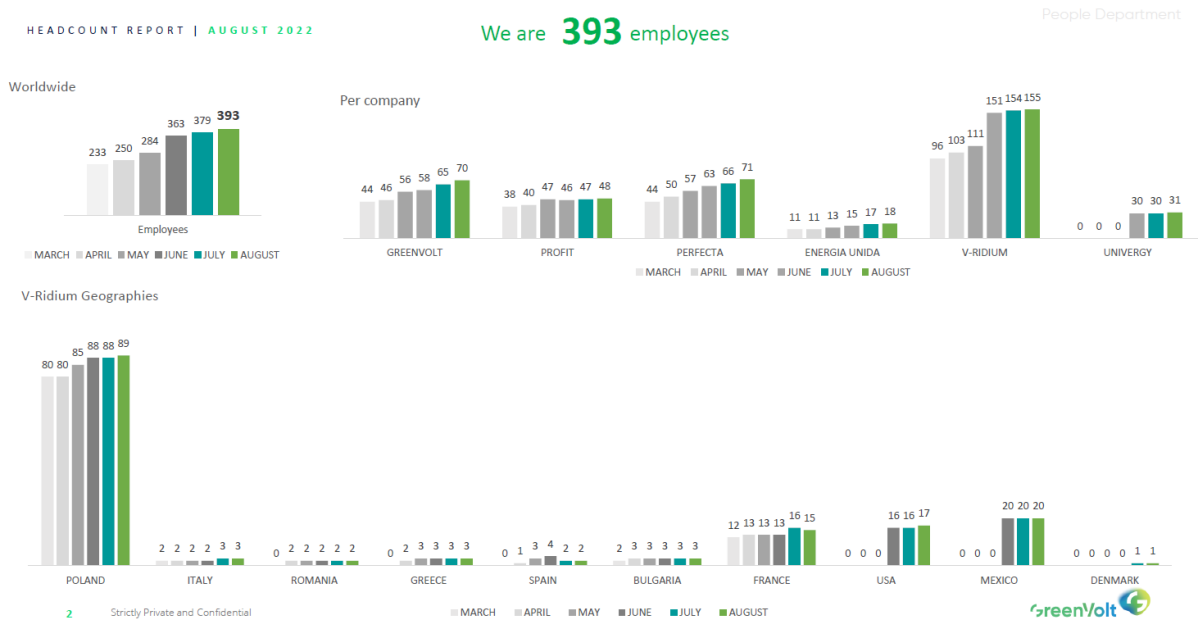
The Gender Equality Plan is part of the Corporate Human Resources Policy, which is based on respect for all people, non-discrimination, performance assessment based on meritocracy, transversal and equal access to personal and professional development, fair and adequate remuneration and conciliation between personal, family and professional life.

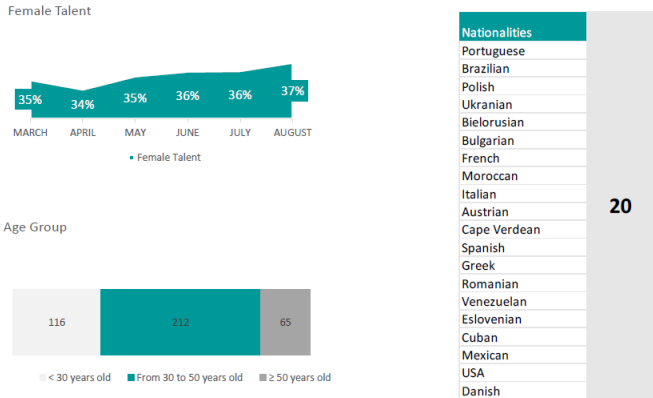
GreenVolt is committed to the effective implementation, execution, monitoring and continuous improvement of the Plan for Gender Equality, and of the measures therein, identifying and assessing the risks in relation to the aforementioned commitments, defining the necessary controls to prevent or mitigate them.

The measures presented in the Plan for Gender Equality were approved by the Ethics and Sustainability Committee of GreenVolt, which may propose new measures that contribute to the development of policies and practices regarding gender equality.

This Plan covers all companies fully owned, directly or indirectly, by GreenVolt in Portugal. In all that is omitted in the equality plans of the respective sub-holdings, this plan will apply. Regarding dominated and codominated companies, GreenVolt, as a direct or indirect shareholder, will develop its best efforts towards its application

2. Our figures





3 Strictly Private and Confidential



3. Diagnosis

3.1. Strategy, mission and values

GreenVolt is a 100% renewable energy company that aims to have a positive impact in the world, aiming for sustainability, innovation, fairness and energy independence.

The path of rapid growth and international expansion seen in recent months of activity is only possible with strong and cohesive teams, with vast market experience and in an environment where everyone has the opportunity to learn and live with people of different origins and cultures.

For GreenVolt, it is fundamental to continue to develop initiatives that strengthen a diverse, inclusive and equal opportunity environment for all men and women at GreenVolt, creating value in its activity.

There are four core values that guide the GreenVolt Group:

- Ambition:** We are bold and like to take risks, discover, test with the assurance that there is room to fail. We are resilient and strive to achieve meaningful results.
- Team Spirit:** We leverage the power of our diverse and global teams, bringing a combination of our personal size, strengths, and unique capabilities to every challenge.
- Agility:** We work in fast-paced environments, adapting quickly to new conditions and challenges. We make decisions, delegate and collaborate in an agile manner.
- Empowerment:** We solve complex problems for a sustainable future. We take ownership and responsibility by executing locally.

Specifically, and in a public way, GreenVolt's commitment to the themes of Diversity, Equality and Inclusion is also present in the Policies and Codes that it defines and that guide its activity and responsible business, of which we highlight:

Ethics and Sustainability Committee

Established on 28 June 2021, the Ethics and Sustainability Committee's mission is to assist the Board of Directors in integrating sustainability principles into GreenVolt's Strategy, as well as safeguarding and monitoring the implementation and compliance with Greenvolt's Code of Ethics and Conduct.

Code of Ethics and Conduct

Greenvolt's Code of Ethics and Conduct, approved at the Board of Directors meeting of 24 May 2022, reflects the set of principles and rules that should guide Greenvolt's internal and external relationships with its stakeholders. Among others, it provides the principles of acting in compliance with the laws and regulations applicable in this field, the promotion of diversity, equal opportunities and inclusion, the prohibition of all forms of discrimination and respect for the rights of each person, communication and free expression of opinions among employees, the prevention and rejection of any form of harassment or any other form of assault on the dignity of employees, the promotion of a rigorous, transparent, constructive and merit-based performance evaluation, the creation of a healthy and safe work environment that protects employees from occupational risks and promotes their health and well-being, respecting the balance between professional, personal and family life.

Supplier Code of Conduct

The Supplier Code of Conduct aims to convey to all GreenVolt suppliers a set of principles and values considered essential for a partnership relationship, namely respect for diversity and inclusion, promoting equality and non-discrimination, and preventing and combating harassment at work.

Diversity, Equality and Inclusion Policy

The Diversity, Equality and Inclusion Policy, approved in May 2022, aims to encourage and strengthen non-discrimination, equal opportunities, diversity and inclusion of all professionals (employees and members of the Management and Supervisory Bodies) within the GreenVolt Group. It focuses its action mainly on three priority axes, and materializes the Action Plan 2022-2025 on Diversity, Equality and Inclusion.

Sustainability Policy

Adopted in March 2022, it establishes fundamental principles for the implementation of a sustainable development model, focused on social progress, environmental balance and economic development, with the purpose of creating long-term value and prosperity for all stakeholders.

In line with the strategy and corporate values presented above, the **Global Human Resources Policies** are also based on equal opportunities and the prohibition of all forms of discrimination, contributing towards a diverse and inclusive organisation at all stages, from recruitment, through adequate remuneration and decent working conditions, to retirement.

3.2. Equal access to employment

GreenVolt promotes, in the execution of any process of appointment and/or hiring, whether in relation to Employees or members of the Management and Supervisory Bodies, objective and transparent selection criteria that adequately reflect the principles of diversity with what concerns age, gender, professional and academic background, among others.

In the talent attraction phase, the job posting uses inclusive language and, moving on to the selection phase, there are clear guidelines so that, whenever possible, recruiters present a shortlist to the business that is balanced in terms of representation between men and women. It should be noted that the job description is also carried out based on the candidate's neutrality, thus ensuring a search for a suitable candidate.

Throughout the professional career, it is also sought that this diversity of profiles and characteristics be enhanced and strengthened in order to promote better preparation of employees in response to the multiple challenges that the business imposes. Additionally, it is also proposed that, at various levels of GreenVolt, there is balanced gender representation in teams.

Over the past year, GreenVolt has developed awareness-raising actions aimed at teams responsible for selection and recruitment interviews on bias-free selection and recruitment procedures.

3.3. Initial and continuous training

GreenVolt recognizes the importance of initial and continuous training in the development of differentiating skills of all its employees. After the performance management and feedback process, the Human Resources Department, together with the Managers of each area, conducts an analysis of the training needs of each employee to define an Annual Training Plan, to be implemented during the year in question. Following the mapping of the group's talent, executive training will also be analysed for specific profiles.

In parallel, all Group employees regularly participate in transversal training actions on Diversity, Equality and Inclusion, Ethics, IT skills, health and safety at work, among others, in order to develop skills that allow the employee to directly and indirectly contribute to the organisation's objectives.

The training promoted in this context is offered within the established normal working hours.

Within the scope of onboarding practices for employees, every month all new employees have specific training about GreenVolt's organization, our values and vision, as well as the benefits associated with their function. Also each employee has an informal meeting with the GreenVolt CEO where the strategic themes of the company are addressed and welcomed. In this way we ensure a general initial training for the total collective.

3.4. Equality in working conditions

GreenVolt discloses the performance evaluation model, ensuring its transparency to its collaborators. The model uses objective, transparent and rigorous criteria for the recognition of personal skills and evaluations oriented towards professional merit in order to ensure equal opportunities and remuneration. These criteria are common to men and women, in order to exclude any discrimination based on gender.

3.5. Parental protection

GreenVolt ensures the right to parental leave for all employees in accordance with the law.

GreenVolt is committed to ensuring that all employee rights are safeguarded. Whenever necessary, it is implicit the temporary replacement of employees on parental leave, through contractual procedures that ensure this replacement.

Likewise, the granting to employees of periods of time off and absences for childcare provided for in the applicable legislation is safeguarded.

3.6. Compatibility of professional life with family and personal life

During the year 2021 and 2022, GreenVolt has been identifying, together with its employees, the factors that have influence on their productivity, but above all, in the promotion of their physical, mental and social well-being. As a result of this work, several improvements were introduced in the organization and management of work with the purpose of enhancing a suitable working environment that contributes to a healthier GreenVolt, which can ensure safe, stimulating and satisfactory working conditions, foster innovation and strengthen its competitiveness and sustainability, with technology as a facilitating factor.

In 2022, we highlight the launch of the work flexibility programme, which mission is to actively contribute to the integration between the personal and professional lives of GreenVolt employees, but never leaving aside the importance of personal interactions for the strengthening of the GreenVolt culture, and the team spirit that characterises its daily practice.

The programme enables employees to make agile use of a flexible work allowance of 75 days per year, allowing a maximum of two days per week from home, always in line with the Manager and for the roles that allow it.

Protocols and services are also available that promote the health and/or well-being of employees, adjusted to the local specificities of the countries where GreenVolt operates. GreenVolt also offers time off on birthdays, Christmas Eve, New Year's Eve and Carnival Day, to encourage practices that combine work and family life.

3.7. Prevention of harassment at work

GreenVolt repudiates all forms of harassment or other discriminatory practices in the workplace on the basis of country of origin, family and ethnic background, race, gender, age, culture, professional background and training, religious or political beliefs, personality, disability, or any other characteristic, visible or non-visible.

The Code of Ethics and Conduct and the Policy of Diversity, Equality and Inclusion of GreenVolt characterize, on the one hand, what is understood by harassment in the workplace and, on the other hand, the mechanisms available to employees to report situations in which they are victims or witnesses of a situation likely to constitute harassment in the workplace, giving whistleblowers the necessary protection mechanisms in terms of confidentiality and diligence in the adoption of intervention measures that prove to be appropriate.

3.8. Communication and Partnerships

GreenVolt implements internal and external communication initiatives, which aim to raise awareness among employees and other stakeholders of the importance of gender equality, and strengthen its position on this issue.

On the other hand, the issues of gender equality, due to their complexity and levels of challenge, often induce the search for more comprehensive and shared solutions. For this reason, GreenVolt subscribes to external initiatives and establishes relevant national and international partnerships that enhance its capacity for action in this area.

United Nations Global Compact

GreenVolt has been a member of the United Nations Global Compact since 2021, adhering to its 10 principles that have underlying lines of action to ensure responsible management in the areas of environmental protection, labour practices, human rights and anti-corruption.

Its Sustainability Strategy is aligned with the United Nations Sustainable Development Goals, highlighting its contribution to SDG 5 "Gender Equality", through commitments established under the People strategic pillar.

Charter of Principles of the Business Council for Sustainable Development (BCSD) Portugal

Subscription of the Charter in November 2021, which encourages its subscribers to adopt and develop the guiding principles of good management and responsible business, in accordance with ethical, social, environmental and quality standards, applicable in any context of the global economy.

Portuguese Charter for Diversity and Inclusion

In February 2022 GreenVolt voluntarily subscribed to the Portuguese Charter for Diversity, promoted by the Portuguese Association for Diversity and Inclusion (APPDI) and adapted from the Charter for Diversity of the European Commission, a document that describes concrete measures that can be taken to promote diversity and equal opportunities at work.

4. Gender Equality Plan

GreenVolt's Plan for Gender Equality 2023 considers measures that: (1) respond to the strategic objectives defined by the Group for the themes of Diversity, Equality and Inclusion; (2) correspond to the needs and expectations of its employees; (3) develop partnerships that support and accelerate the commitments defined.

In preparing its Equality Plan«, GreenVolt considered:

- Detailed analysis of the recommendations shared by CITE in relation to the Plan for Gender Equality 2022;
- Results of the Diagnostic Support Matrix made available in the "Guide for the Preparation of Plans for Equality (annual)", in accordance with the provisions of paragraphs 1 and 2 of Article 7 of Law No. 62/2017 of 1 August;
- Results of focus groups and internal meetings held with employees, in the different dimensions of human resources and sustainability;
- Commitments set out in the Diversity, Equality and Inclusion Policy Action Plan 2022-2025; and
- Monitoring the evolution of external indicators and initiatives subscribed.

The analysis of these sources of information enabled the identification of strengths and opportunities for improvement that are incorporated in this Plan and which aim to reinforce, clearly and unequivocally, a more diverse and inclusive culture at GreenVolt.

Dimension: Strategy, Mission, Values

Objectives	Measures	Responsible	Budget	Status of implementation / Indicators	Observations
Publicly assume (internally and externally) a commitment to promoting equality between women and men	Inscribing GreenVolt's commitment to promoting diversity, gender equality and inclusion in GreenVolt's mission and values	Administration	No specific costs involved.	In force. GreenVolt values and commitments.	www.greenvolt.pt
	Implementation of GreenVolt's Diversity, Equality and Inclusion Policy, which reflects the vision, commitments and Action Plan 2022-2025 for these matters.	Administration Ethics and Sustainability Committee HR Management	No specific costs involved.	In force. Diversity, Equality and Inclusion Policy, approved in 2022.	www.greenvolt.pt
	Explicit commitment to affirm and disseminate a diverse and inclusive culture that does not discriminate, respects the rights of each person and considers everyone regardless of ethnicity, race, colour, creed, religion, nationality, age, disability, gender, sexual orientation, family situation, marital status, political or ideological beliefs, union membership or any other legally protected status, and other visible and non-visible characteristics.	Administration Ethics and Sustainability Committee	No specific costs involved.	In force. Code of Ethics and Conduct approved in 2021 and revised in 2022.	www.greenvolt.pt
	Express inclusion in the Diversity, Equality and Inclusion Policy of the commitment to the promotion, in the execution of any nomination and/or hiring process, whether in relation to Employees or to members of the Management and Supervisory Bodies of the GreenVolt Group, of selection criteria that adequately reflect the principles of diversity with respect to age, gender, professional and academic background, among others.	Administration Ethics and Sustainability Committee HR Management	No specific costs involved.	In force. Diversity, Equality and Inclusion Policy, approved in 2022.	www.greenvolt.pt
	Dissemination of good management practices in the area of equality between women and men, internally (intranet, internal magazine) and externally (website, forums).	Human Resources & Sustainability Department	No specific costs involved.	In force. Through GreenVolt's formal communication channels.	www.greenvolt.pt Formal Group communication channels (internal and external)
Ensure the implementation of the Equality Plan, its monitoring, follow-up and sustainability.	Definition of measurable strategic goals and concrete measures for the promotion of equality between women and men explicit in GreenVolt's Diversity Policy.	Human Resources & Sustainability Department	No specific costs involved.	In force. Strategic objectives approved and disseminated.	www.greenvolt.pt Public Action Plan 2022-2025 for Diversity, Equality and Inclusion.

	Creation of the Diversity and Inclusion Operational Committee for equality between men and women and formalisation of the respective competencies.	Human Resources & Sustainability Department	No specific costs involved.	To be implemented in the reporting period.	
	Allocation of funds for the implementation of measures and actions in the area of equality between women and men foreseen in the 2025 Action Plan	Ethics and Sustainability Committee Human Resources Department	Costs necessary to operationalise defined measures	In force.	
	Disaggregation and analysis of all data by gender in all GreenVolt management instruments, disclosed in GreenVolt's Report and Accounts and Sustainability Report.	Human Resources Department	No specific costs involved.	In force since 2022.	www.greenvolt.pt Annual Report
Making known the Plan for the Equality and its strategic importance for GreenVolt and involve all the workers and all workers in implementation of the Plan for the Equality.	Dissemination of the Gender Equality Plan, of the respective measures and objectives, through dissemination on GreenVolt's website, on the intranet, by email, and by posting in internal locations of recognised visibility	Human Resources Department	No specific costs involved.	In force since 2022.	Formal Group communication channels (internal and external)
Encourage the participation of male and female workers in the field of promotion of equality between women and men.	Creation of a Group in the internal social network Teams of GreenVolt, focused on conciliation and equality, aiming that this is a space for sharing contributions that can help find this balance, testimonies of those who inspire to live better, and what the Society already does for an increasingly conciliatory culture.	Human Resources & Sustainability Department	No specific costs involved.	To be implemented in the reporting period.	
	Creation of an internal e-mail for suggestions and complaints within the scope of reconciliation and personal and professional balance	Human Resources & Sustainability Department	No specific costs involved.	In force since 2021.	
	Promotion of awareness-raising actions on conciliation-related issues, diversity and equality.	Human Resources & Sustainability Department	No specific costs involved.	In force since 2022.	
Ensuring a context of work exempt from discrimination in function of sex, gender parenting and/ or balance between life professional, family and personal.	Formal procedure for submitting complaints regarding violations of GreenVolt's Code of Ethics and Conduct, communicated using the specific online channel, ensuring the protection of the identity of the complainant and adequate management of the process, both from the perspective of correcting the situations	Ethics and Sustainability Committee	No specific costs involved.	In force since 2022.	www.greenvolt.pt Internal Whistleblowing Policy

	identified and preventing their recurrence.				
	Integration of issues related to the dimensions of diversity and equality, ethics and balance and conciliation of professional, family and personal life in the organizational climate survey.	Human Resources Department	No specific costs involved.	To be implemented in the reporting period.	
	Development of action plans based on the results of the organizational climate survey, which includes issues related to diversity and equality, ethics and balance and balance of professional, family and personal life.	Human Resources Department	No specific costs involved.	To be implemented in the reporting period.	
Ensuring the respect for principle of equality between women and men and indiscriminations in external relations. Promote and consolidate external relations, in the framework of the promotion of equality between women and men.	Establishment of partnerships with public entities and/or civil society organisations that pursue the objective of promoting equality between women and men, namely the United Nations Global Compact and the Portuguese Association for Diversity and Inclusion (APPDI)	Human Resources & Sustainability Department		In force. Establish one or more partnerships in the reporting period.	Although this measure has already been implemented, we will continue with the partnerships already established and seek to develop new partnerships related to Gender Equality.
Ensuring the information to all workers concerning rights and duties in the field of equality and indiscriminations.	Disclosure, in an appropriate and accessible place, of information concerning the rights and duties of employees with regard to equality and non-discrimination on the grounds of sex.	Human Resources Department	No specific costs involved.	In force since 2022.	Formal Group communication channels (internal and external)

Dimension: Equal access to employment

Objectives	Measures	Responsible	Budget	Status of implementation / Indicators	Observations
Contribute to a fair and objective selection and recruitment process, for women and men	GreenVolt Diversity and Inclusion Policy that ensures gender equality/justice in the recruitment process.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Partnerships with Universities and Student Organisations to attract candidates, without gender segregation.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Promotion of activities to attract candidates (presence in universities and forums), where no segregation of Gender	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Clear definition of the requirements and qualifications needed for the job to be filled, including the requirements for the performance of the function and the remuneration to be awarded.	Human Resources Department	No specific costs involved.	In force since 2022	
	Training sessions for the people in charge of the selection and recruitment interviews on selection and recruitment procedures free from gender bias.	Human Resources Department	No specific costs involved.	In force since 2022.	
Countering structural barriers to women's equality and men and contribute to one, greater balance among women and men in GreenVolt	Professional empowerment of young women, through partnerships with educational institutions to attract women to courses in renewable energy	Human Resources & Sustainability Department	No specific costs involved.	To be implemented in the reporting period.	
Ensuring the principle of equality between women and men and indiscriminability in access to employment	Publication of job advertisements written with inclusive language in the designation of the profession and content of the advertisement, not containing directly or indirectly any restriction, specification or preference based on gender.	Human Resources Department	No specific costs involved.	In force since 2022.	
	Checking all job advertisements and other forms of advertising linked to pre-selection to ensure that they do not contain, directly or indirectly, any restriction, specification or preference based on sex.	Human Resources Department	No specific costs involved.	In force since 2022.	
Protecting the safety and the health of any worker that might be pregnant, or in a puerperal or breastfeeding stage.	Temporary replacement of the pregnant or breastfeeding women who are, contracted for a fixed term and absent from work in the enjoyment of rights related whenever necessary to parenthood, ensuring their,	Human Resources Department	No specific costs involved.	In force since 2022.	

	return after enjoying those rights.				
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Dimension: Initial and continuing training

Objectives	Measures	Responsible	Budget	Status of implementation / Indicators	Observations
Promote a culture of equality, among women, and men in the workplace, favouring, management practices, and work, in accordance with it.	Implementation of the transversal Training Policy for all GreenVolt employees.	Human Resources Department	Costs to be estimated	In place since 2022, with improvements planned over the reporting period.	
	Development of specific content related to conciliation and equality for implementation in the welcome sessions in Portugal and in the online welcome and integration training package available to all new GreenVolt employees.	Human Resources Department	Costs to be estimated	In place since 2022, with improvements planned over the reporting period.	
Promote and ensure the equality of opportunities between women and men in access to training.	Execution of mandatory GreenVolt training during working hours only.	Human Resources Department	No specific costs involved.	In force since 2021.	
	Internal procedure to ensure that, when advertising and issuing invitations to training courses, the description of the profile of the participant makes reference to both genders and does not contain, directly or indirectly, any restriction, specification or preference based on gender.	Human Resources Department	No specific costs involved.	In force since 2021.	
Promote internal sexual desegregation and a greater balance between women and men in GreenVolt.	Creating partnerships with education institutes that promote the attraction of female talent to curriculum programmes aligned with renewable energy.	Human Resources Department	No specific costs involved.	To be implemented in the reporting period.	

Dimension: Equality in working conditions

Objectives	Measures	Responsible	Budget	Status of implementation / Indicators	Observations
Ensure a fair and objective evaluation process for women and men	Performance evaluation model in force - the KPI (Key Performance Indicators) structure model translated into clusters, weights and	Human Resources Department	No specific costs involved.	In force since 2022.	

	targets, applied to all GreenVolt employees regardless of gender, age and/or segment.				
Promote internal transparency on the performance evaluation model	Internal knowledge-taking process of performance evaluation: in order to foster transparent communication and monitoring of the stipulated objectives, the Performance model requires an individual knowledge-taking stage, contributing to the transparency of the model in place.	Human Resources Department	No specific costs involved.	In force since 2022.	
	Promotion of quarterly disclosure of GreenVolt results to all male and female workers, allowing transparency and internal monitoring on the performance evaluation model.	Human Resources Department	No specific costs involved.	In force since 2022.	
Promote equality between women and men in career development and promote the gender desegregation of professions.	Exclusion of criteria linked to the availability of workers or their family responsibilities for the purposes of career progression, promoting a culture of respect, integrity and responsibility.	Human Resources Department	No specific costs involved.	In force since 2021.	
Encourage the participation of male and female workers in the field of promoting equality between women and men.	Enlightenment sessions with all workers to address issues related to the evaluation of Performance. These sessions contribute to disseminating and clarifying the evaluation criteria with the workers.	Human Resources Department	No specific costs involved.	In force since 2022.	
Promoting balance between women and men in the strategic places of GreenVolt.	Balanced representation between women and men in the management bodies of GreenVolt in force since the first General Assembly held in 2021 Law No. 62/2017.	General Assembly	No specific costs involved.	In force since 2021	36.36% on the Board of Directors, and 33.33% on the Supervisory Board.
Ensure the principle of equal pay for equal work or work of equal value.	Internal equity analysis studies for monitoring basic pay and of all male and female workers, minimising potential gender pay gaps, in order to create measures that guarantee internal equity.	Human Resources Department	No specific costs involved.	In force since 2022.	
	Carrying out an internal analysis and job analysis (if necessary), seeking to ensure that it follows clear, objective and transparent evaluation criteria in order to respect the principle of "equal pay for equal work or work of equal value".	Human Resources & HR Department of the Group's companies	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Carrying out an internal analysis and a review (if necessary) in order to ensure that the objectives whose attainment	Human Resources Department	No specific costs involved.	In force since 2022.	

	determines the attribution of variable remuneration are equally achievable for the functions predominantly female and for those of male predominance.				
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Dimension: Parental protection

Objectives	Measures	Responsible	Budget	Status of implementation / Indicators	Observations
Guarantee the right to parental leave for male and female workers. Encouraging male workers to share the use of initial parental leave	Organisational practice of replacing the employee on leave of absence through a fixed or uncertain term contract, someone to be replaced whenever necessary.	Human Resources Department	Costs to be estimated	In place since 2022, with improvements planned over the reporting period.	
	Annual control of parental leave in order to guarantee that all male and female workers take the leave provided for by law.	Human Resources Department	Costs to be estimated	In place since 2022, with improvements planned over the reporting period.	
Guarantee the right to parental leave for male and female workers Encouraging male workers to share the use of initial parental leave	Internal procedure that ensures that, in situations of clinical risk for the pregnant woman or the unborn child, preventing her from exercising her functions, workers take clinical risk leave during pregnancy.	Human Resources Department	Costs to be estimated	In place since 2022, with improvements planned over the reporting period.	
	Internal procedure ensuring that, in the event of termination of pregnancy, women workers take their leave for termination of pregnancy.	Human Resources Department	Costs to be estimated	In place since 2022, with improvements planned over the reporting period.	
	Internal procedure ensuring that, upon the birth of a child, working mothers and fathers take the initial parental leave.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Internal procedure ensuring that male workers who are fathers take the father's exclusive parental leave.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Internal procedure ensuring that workers who are mothers take leave exclusive parental responsibility of the mother.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Internal procedure ensuring that, in the event of adoption, the prospective adoptive parent takes adoption leave.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Internal procedure ensuring that GreenVolt respects workers' rights or worker's right to complementary parental leave after notification by the latter under the terms of the law.	Human Resources Department	No specific costs involved.	In force since 2022, with improvements planned over the reporting period.	
	Internal procedure ensuring that GreenVolt respects the employee's right to childcare leave.	Human Resources Department	No specific costs involved.	In force since 2022, with improvements planned over the reporting period.	

	Internal procedure ensuring that GreenVolt respects the worker's right or worker to leave to care for a child with a disability or chronic illness	Human Resources Department	No specific costs involved.	In force since 2022, with improvements planned over the reporting period	
Guarantee the right of workers to take parental leave and absence. Encourage male workers to share use of parental leave and absences	Internal procedure that ensures that GreenVolt respects the worker's right to time off for assessment for adoption.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Internal procedure ensuring that GreenVolt respects the employee's right to time off for prenatal consultation or equivalent time off.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Internal procedure ensuring that GreenVolt respects the father's right to time off to attend prenatal consultation.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Internal procedure ensuring that GreenVolt respects the right of working fathers to time off for breastfeeding and working mothers to time off for breastfeeding.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
	Internal procedure ensuring that the company respects the rights of male and female workers to be absent from work to care for a child.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period.	
Ensuring that all workers enjoy the right to reduced working hours in the context of parenthood.	Internal procedure ensuring that GreenVolt respects the rights of all employees regarding reduction of working time to care for a disabled or chronically ill minor.	Human Resources Department	No specific costs involved.	In force since 2022, with improvements planned over the reporting period	
	Internal procedure ensuring that GreenVolt respects the right of pregnant workers and workers who have recently given birth or are breastfeeding to special safety and health conditions in the workplace in order to avoid exposure to risks to their safety and health.	Human Resources Department	No specific costs involved.	In force since 2022, with improvements planned over the reporting period	Pregnant Parking
Ensuring the protection of dismissal for pregnant, puerperal or breastfeeding workers during parental leave.	Creation and implementation of internal procedure that ensures that GreenVolt complies with article 63 of the Labour Code, requesting a prior opinion from the CITE for the dismissal of a pregnant worker, a worker who has recently given birth or is breastfeeding or of a worker on parental leave.	Human Resources Department	No specific costs involved.	In force since 2021	GreenVolt has no history of dismissing employees in these situations
	Creation and implementation of internal procedure that ensures that GreenVolt meets the provisions of no. 3 of article 144 of the Labour Code, communicating to CITE the non-renewal of a fixed-term contract, of	Human Resources Department	No specific costs involved.	In force since 2021	GreenVolt has no history of dismissing employees in these situations

	worker who is pregnant, has recently given birth or is breastfeeding, or of a worker on parental leave.				
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Dimension: Balance of professional, family and personal life

Objectives	Measures	Responsible	Budget	Status of implementation / Indicators	Observations
Promote the balance of everyone's professional, family and personal life	Review of GreenVolt's global, cross-cutting wellbeing and reconciliation strategy.	Human Resources Department	No specific costs involved.	In place since 2022, with improvements planned over the reporting period	
	Offer of a professional mobile phone to employees.	IT Management	Costs to be estimated.	In force since 2021	
	Hybrid working model - definition of a model that allows male and female workers to choose to work at distance up to 75 days per year for compatible functions and with the approval of the hierarchy.	Human Resources Department	No specific costs involved.	In force since 2022.	
	Promotion of healthy lifestyles, such as providing seasonal fruit and nuts in the office.	Human Resources Department	No specific costs involved.	In force since 2022.	
	Carnival Tuesday as a day of rest.	Human Resources Department	No specific costs involved.	In force since 2022.	
	Time off for Easter, Christmas and New Year.	Human Resources Department	No specific costs involved.	In force since 2021.	
	Allocation of 25 working days holiday per year.	Human Resources Department	No specific costs involved.	In force since 2021.	
	Offer of the Birthday Day: the Birthday Day consists of the day off of work for male and female employees on their birthday. This measure is applicable to all employees and trainees.	Human Resources Department	No specific costs involved.	In force since 2022.	
	Offer of the morning of the first day of school: this is a measure that consists of dispensing workers and female workers with children and/or grandchildren up to the age of 12 (completed by 31st December of the year in which the leave is taken), on the morning of the first school day of each school year. This measure applies to all GreenVolt employees.	Human Resources Department	No specific costs involved.	To be implemented in the reporting period.	
Ensure that the, absence regime includes the needs of balance between work and family life of all the, workers,	Carnival Tuesday as a day of rest	Human Resources Department	No specific costs involved.	In force since 2022	

in particular, of those who have family responsibilities.					
	Time off for Easter, Christmas and New Year.	Human Resources Department	No specific costs involved.	In force since 2021	
	Allocation of 25 working days holiday per year	Human Resources Department	No specific costs involved.	In force since 2021	
	Offer of Birthday Day: the Birthday Day consists of dismissal from work by male and female employees on their respective birthday day. This measure is applicable to all GreenVolt employees.	Human Resources Department	No specific costs involved.	In force since 2022	

Dimension: Prevention of harassment at work

Objectives	Measures	Responsible	Budget	Status of implementation / Indicators	Observations
Prevent and combat harassment at work. Prevent and combat the practice of other offences against physical or moral integrity, liberty, honour or dignity of workers	Training for all employees presenting the new GreenVolt Code of Ethics and Conduct and the themes contained therein, namely repudiating and combating harassment in the workplace.	Human Resources Department	No specific costs involved.	To be implemented in the reporting period.	
	Promote the development of organisational climates open and positive, providing avenues for employees, customers, suppliers or other stakeholders to submit suggestions. In particular, GreenVolt informs all employees about the procedures to take for reporting acts of moral and/or sexual discrimination.	Ethics and Sustainability Committee	No specific costs involved.	In force since 2021	www.greenvolt.pt Code of Ethics and Conduct Internal Whistleblowing Policy

5. Monitoring

The measures foreseen in this Plan will be periodically evaluated and monitored by GreenVolt with the aim of ensuring its development and mapping improvements.

The Human Resources team, together with other areas relevant to the business, will ensure follow-up, with the main objectives being:

- To guarantee and follow up the implementation and dissemination of the various initiatives, action plans and improvement plans on diversity, equality and inclusion issues;
- Promote the debate on trends and practices within the scope of Diversity, Equality and Inclusion and clarify related doubts.

- Ensure the implementation of the Gender Equality Plan, ensuring its articulation with the other Policies and Codes, namely the Code of Ethics and Conduct of the GreenVolt Group, the Supplier Code of Conduct, the Diversity, Equality and Inclusion Policy, among others;
- Monitor the impacts of the Plan through the analysis of specific indicators relevant in this field.

The conclusions of the monitoring are presented to the Ethics and Sustainability Committee in order to enable the implementation of possible adjustments or the creation of new measures that foster the development of policies and practices in the area of Diversity, Equality and Inclusion.

6. Conclusion

The commitment to the principles of Diversity, Equality and Inclusion is central to the activity and Human Resources policies of the GreenVolt Group, accompanying and integrating the values that have always accompanied us.

The Gender Equality Plan 2022 materialises our ambition for equal opportunities for all people, promoting the elimination of any type of discrimination on the basis of sex or any other characteristic, visible or not.

We want an energy transition of everyone, for everyone. And this Plan is another active step in that direction.