

Sunrock Diversity, Equity & Inclusion (DEI) Policy

This policy sets out Sunrock's commitment to diversity, equity and inclusion, including how these principles are embedded in our workplace culture, employment practices, and recruitment and hiring processes.

1. Purpose and commitment

- 1.1. Sunrock is committed to fostering a diverse, equitable, and inclusive workplace where every employee feels valued, respected, and empowered to contribute their full potential. We believe that diversity of backgrounds, perspectives, experiences, identities, and ways of thinking strengthens our organisation, drives innovation, enhances decision-making, and supports our mission to accelerate the clean energy transition.

2. Our DEI commitment

- 2.1. Sunrock is committed to providing a work environment that is free from discrimination, harassment, exclusion, and unequal treatment. We strive to create a culture of belonging where all employees have equal access to opportunities for recruitment, development, advancement, participation, and recognition.
- 2.2. We recognise that diversity extends beyond gender and includes ethnicity, cultural background, age, disability status, workability, nationality, religion, sexual orientation, socio-economic background, and other characteristics that make individuals unique. We value these differences and seek to create an environment where they are welcomed and respected.
- 2.3. Sunrock focuses on four key DEI dimensions, while recognising that diversity is broader than these dimensions and that individuals may experience inclusion and exclusion in different and intersecting ways:

Gender diversity

- 2.4. We are committed to increasing representation of underrepresented genders across the organisation, particularly in leadership positions and functions where representation remains low. We will continue to promote inclusive recruitment, development opportunities, and awareness initiatives that support gender equity.

Ethnic and cultural diversity

- 2.5. We will maintain our diverse workforce and continue to foster an inclusive culture where people from different cultural and ethnic backgrounds can thrive. We aim to strengthen intercultural understanding, respect, and collaboration across all Sunrock offices.

Age diversity

- 2.6. We recognise the value that employees of different generations bring to our organisation. We are committed to understanding and addressing barriers that may limit age diversity and to creating opportunities for both younger and more experienced professionals to contribute and succeed at Sunrock.

Accessibility and workability

- 2.7. We seek to create a workplace that is accessible and inclusive for people with disabilities and different workability needs. We will work to better understand the needs of our employees and continuously improve accessibility, accommodations, and inclusive working practices.

3. Objectives

By implementing this policy and associated action plans, Sunrock aims to:

- Build a workplace culture where all employees experience a sense of belonging and psychological safety.
- Increase representation of underrepresented groups throughout the organisation, including leadership positions.
- Remove barriers to equal opportunity and fair treatment.
- Promote awareness, understanding, and respect for diversity.
- Strengthen employee engagement, innovation, and long-term organisational performance through inclusive practices.

4. Inclusive employment practices, recruitment and hiring

Inclusive hiring is part of Sunrock's broader DEI commitment. Sunrock promotes fair access to employment, reduces barriers and bias in recruitment and other people processes, and treats employees and applicants equitably.

- 4.1. In recruitment and hiring, Sunrock will:
- include a DEI commitment in job postings and use inclusive, accessible language;
 - assess candidates against objective, role-related skills, qualifications, and competencies;

- remove unnecessary requirements that may exclude qualified candidates;
 - ensure fair and equal access to recruitment and selection processes.
- 4.2. Sunrock does not request or use salary or wage history information from job applicants. Recruiters and hiring managers may discuss a candidate's salary expectations or preferred compensation range to assess alignment with the compensation range for the position, as long as they do not ask for or rely on previous salary information. Compensation decisions are based on the requirements of the role, relevant skills, qualifications, experience, and Sunrock's compensation framework.
 - 4.3. Sunrock only requests credit checks, criminal background information, or similar screening where required by law, regulation, industry authority, or where clearly relevant and proportionate to the role.
 - 4.4. Sunrock applies objective, role-related criteria and does not tolerate discrimination. To reduce bias, Sunrock uses structured and consistent practices where relevant, including predefined evaluation criteria, structured interviews, multiple reviewers where feasible, and monitoring of recruitment outcomes.
 - 4.5. Job descriptions and requirements are reviewed to remove biased, exclusionary, or non-essential criteria and to avoid language that may discourage or exclude candidates.
 - 4.6. External recruitment partners and relevant employment-related service providers are expected to comply with this policy. Where needed, Sunrock may require corrective action, increase oversight, or reconsider the collaboration.

5. Governance and accountability

- 5.1. This policy applies across Sunrock's workplace, employment practices, and employee experience, including recruitment and hiring activities, job design, sourcing, screening, selection, assessment, onboarding, development, advancement, participation, recognition, and day-to-day collaboration.
- 5.2. It applies to all employees, managers, leadership, and executive management, as well as employees involved in recruitment and external recruitment agencies or partners acting on behalf of Sunrock.
- 5.3. Sunrock's Executive Team is accountable for supporting and embedding the principles of this policy throughout the organisation. One executive leader is designated as accountable for implementation, compliance, and continuous improvement, and reports to the highest governing body. Managers are expected to lead by example and promote inclusive behaviours within their teams. All employees share responsibility for contributing to a respectful, inclusive, and equitable workplace.
- 5.4. This policy is:

- Shared with employees upon onboarding and when updated
 - Available through internal communication channels and publicly accessible where appropriate
 - Explained to relevant employees and supported by training where necessary.
- 5.5. The implementation and monitoring of this policy will be coordinated through Sunrock's DEI Action Plan and relevant People and Recruitment processes. Sunrock periodically reviews compliance with this policy and applicable laws and regulations. Key findings, risks, and improvement actions are reviewed within Sunrock's governance structure to ensure continued effectiveness.

6. Reporting and concerns

- 6.1. Internal and external stakeholders may report suspected non-compliance to their manager or through Sunrock's [Speak-up reporting mechanisms](#). Reports are handled confidentially and investigated carefully. Anonymous reporting is possible where permitted.
- 6.2. Sunrock does not tolerate retaliation, intimidation, or adverse consequences against individuals who raise concerns in good faith or participate in investigations.

7. Effective date, ownership and contact

This policy enters into force on 1 September 2026 and complements the Sunrock DEI Strategy 2025-2028. It is formally reviewed at least annually and updated where necessary, taking into account input from employees and relevant stakeholders.

- Policy owners: Bonnie Luijten (People Director) & Manuella Appiah (ESG Manager)
- Approved by: Bram Poeth (Chief Executive Officer)
- For questions or support, contact our Recruitment team via recruitment@sunrock.com or ESG@sunrock.com

Signed by:

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25 August 2026