

DIVERSITY, EQUITY AND INCLUSION POLICY STATEMENT

Within the framework of our corporate purpose, "**Maintaining a Better World**", from **Senior Management**, we make visible our leadership and commitment to the effective implementation of **ORION**, our **Operating Management System (OMS)**, establishing and implementing the **Equity, Diversity and Inclusion Programme**. This programme allows for a diverse, equitable and inclusive work environment and creates culture of fairness, openness, justice and transparency. To achieve this at Stork, we all work together, and thanks to our inclusive environment, our diversity can flourish.

We believe that our ability to provide excellent solutions depends on having a workforce that offers diverse ideas, knowledge and areas of expertise. A rich diversity of ideas and skills provides Innovation and Growth for the benefit of Stork's stakeholders: employees, customers, shareholders and the communities in which we live and work.

The implementation of this policy will ensure the following:

- Everyone is welcomed at Stork equally. Welcoming all people equally, respecting them and valuing our differences;
- The characteristics protected by law are included, as well as everything that makes a person unique in the Stork definition of diversity;
- Current and prospective employees are treated fairly and judged only on their merits;
- Zero tolerance for any discrimination, victimization or harassment. Stork will protect those who raise complaints or concerns regarding these issues;
- Provision of flexible work options that recognize individual lifestyles and needs;
- Support our employees in their development, so that they reach their full potential;
- Promotion of awareness and understanding of issues related to diversity, equity and inclusion among our employees and suppliers, through policies, training and support;
- Each employee and supplier is committed to equity, diversity and creating an inclusive environment.

Diversity, Equity and Inclusion are part of the company's core values - Customer Focus, Integrity, Excellence, Team Work and Safety. As one Stork, we treat people with dignity, respecting the perspectives of others and sharing knowledge and resources to achieve excellence, add value and grow individually and collectively.

Our Diversity, Equity and Inclusion policy statement is supported by additional policies and procedures that provide an integrated approach across Stork to uphold the Diversity, Equity and Inclusion agenda.

The statement of this policy is communicated and has mandatory applicability for all current and prospective employees, suppliers, contractors, visitors and other third parties who work under our operational control. It will be reviewed annually to ensure that it is relevant and appropriate. All employees are responsible for ensuring that this policy is actively implemented and they should be aware of their personal responsibility to each other, with our clients, stakeholders and communities.

ValidSigned por Reinaldo Rodriguez
el 09-03-2023

REINALDO RODRÍGUEZ GONZALEZ
Regional Vice President Latam
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