



Declaration of Diversity, Equality and Inclusivity (DEI)

One of SierraCol Energy's most important values are our **People**.

Diversity, equality and inclusivity are core elements that define our culture and contribute to the sustainable success and growth of our company.

At SierraCol Energy, we're dedicated to encouraging a work environment where we celebrate our differences and integrate them in the process of our daily tasks, promoting equal opportunities and practices, a sense of belonging and a culture based on respect and inclusion.

As an organization, we believe that the DEI is a competitive advantage for the joint success of our results and our ESG and sustainability goals.

We commit ourselves to encourage and strengthen an open and safe work environment, where our workers can have the trust and reassurance that they will be valued and respected, and they can feel proud to belong to SierraCol Energy.

We wish to be recognized as a leading company, and as an ally to our interest groups, encouraging the different elements that the DEI involves, for the benefit of all.