

WAAREE RENEWABLE TECHNOLOGIES LIMITED

EQUAL OPPORTUNITY POLICY

1. Objective of the Policy

The application of the Equal Opportunity Policy aims to eliminate discrimination in employment on the grounds of age, gender, disability, race, colour, nationality or religion. It also aims to comply with equal opportunity legislation as applicable, and to follow good management practices.

This Policy is approved by the Board in its meeting held on July 17, 2025

2. Effective Date

This Policy shall be effective from the date of approval of Board of Director in their Meeting.

3. Policy Guidelines:

- The Company is an equal opportunity employer in all respects in its business. It expects its employees to treat and respect both genders equally while dealing with them in their respective areas of operations.
- The Company does not distinguish between caste, religion, creed, colour or race. It expects all its employees to treat everyone with the same dignity and respect.
- The Company believes in 'equal wages for equal work for both genders' and it expects its employees to follow the same while doing their operations.
- The Company believes in performance and merit. It expects its Managers and Superiors to follow objective assessment of employees in their work performance.
- All policies and practices of the Company will be applied equally to all employees.

4. Review, Amendment and Enforcement

Any change in the Policy shall be approved by the board of directors ("Board") of the Company. The Board shall have the right to withdraw and / or amend any part of this Policy or the entire Policy, at any time, as it deems fit, or from time to time, and the decision of the Board in this respect shall be final and binding.