www.aofrio.com

Diversity Equity and Inclusion Policy

Purpose

AoFrio is committed to creating a workplace that embraces diversity and welcomes differences in cultures, backgrounds, experiences and perspectives. We believe that a diverse, equitable and inclusive company makes our culture stronger, our products richer, our customers happier, and is critical to our success as a thriving global business.

Everyone at AoFrio is responsible for supporting and fostering an inclusive environment where each individual, regardless of gender, age, nationality, sexual orientation, ethnicity, religion, disability status, veteran status, family status, or other protected category, whether visible or not visible, can succeed, and feel welcomed, valued and included.

General Principles

In order achieve our DEI goals, we commit to the following general principles along with initiatives:

- Ensuring that everyone at AoFrio is accountable for supporting a diverse, equitable and inclusive workplace.
- Tracking diversity, equity and inclusion statistics of our team using our internal tools and reporting on them in our annual report as appropriate.
- Including them in our vision and values to ensure they are lived by our people every day.
- Promoting an environment that is free of harassment, bullying, victimization and discrimination, including communicated escalation paths for reporting and strict non-retaliation principles.
- Supporting flexible ways of working including but not limited to flexible hours and locations.
- Using robust recruitment practices that attract a diverse pool of candidates with hiring decisions that are made on fair and reasonable grounds.
- Remuneration policies are fair and equitable, and we use methods to ensure equal pay for equal work.
- Ensuring our physical workspaces are safe and accessible to a variety of needs.
- Regularly measuring employee engagement and satisfaction including measures of diversity and inclusion.

This policy will be reviewed annually by the EARNC Committee of the Board of Directors to ensure its continued relevance and adherence.

Approved by the Board: February 2026