

Diversity, Equity & Inclusion Program

In September, Light launched **EMPODERA** – the Diversity, Equity & Inclusion (DE&I) Program structured into five fronts:

Gender equity: Promoting gender equity through affirmative action to retain women in our workforce and increase the number of women in management and operational positions.

Inclusion and development of people with disabilities: Improving accessibility for PwDs through specially designed work plans and position and process maps.

Generational diversity: Building a cross-generational workforce through strategies to provide equal opportunity and attract and develop senior employees.

Racial equity: Providing equal opportunity through initiatives to attract, develop, retain and promote people who self-identify as black or mixed-race.

Respecting LGBTI+ rights: Providing equal opportunity and fair treatment for LGBTI+ people, addressing any gaps and implementing affirmative action to build an inclusive culture within the organization.

As a starting point, we approved a Diversity, Equity and Inclusion Policy to increase transparency around our policies, programs and guidelines for our business units.

Recognizing that our leadership team plays a crucial role in ensuring the overall cultural transformation process, we held leadership engagement and awareness-raising workshops about unconscious bias with company executives.

Light also launched a women's mentoring and development program and an affinity group, called **LIGHT FOR HER**, led by a female executive. The affinity group brings together volunteers to share experiences and provide inputs into the Program.

We also created a Diversity, Equity & Inclusion Committee to track progress on related initiatives. The Committee will manage agreed DE&I targets and plan initiatives to deliver on our commitment to DE&I as a priority.