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# Diversity Policy

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***Pinnergy (“The Company”) is committed to fostering, cultivating, and preserving a culture of diversity and inclusion.***

All people deserve a great place to work and do business. In addition, every community deserves an equal opportunity for economic prosperity.

Our core values of fairness, integrity and partnership demand we treat all people with dignity and approach our business practices with equality as a guiding light.

Pinnergy has prospered by building personal connections with associates, clients, community leaders and others so we reach our mutual goals. Those connections grow in number and depth when we welcome all people, voices, and perspectives to the table. Working together, we can further the pursuit of prosperity for all involved.

We, further, support a culture of inclusivity that builds upon our diverse workforce so we can support the many communities we serve.

## ***What Diversity Means to Us***

Pinnergy embraces diversity among all its stakeholders: employees, management, customers, vendors, and community partners.

We acknowledge and accept differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, or veteran status. As stated within Pinnergy’s Employee Handbook, the Company opposes all forms of unlawful and unfair discrimination. Pinnergy does not discriminate on the grounds of the aforementioned categories, or any other characteristics that are protected by local, state, and/or federal law.

We apply this Policy to practices on recruitment, hiring, compensation, benefits, professional development, training, promotions, transfers, social and recreational programs, layoffs, terminations, and in any area that furthers Pinnergy’s vision to be an open and inclusive workplace.

Any employee found to have exhibited any inappropriate or discriminatory or harassing conduct or behavior against others may be subject to disciplinary action. Employees who believe they have been subjected to any kind of discrimination or harassment that conflicts with Pinnergy’s Diversity Policy, other applicable policies and initiatives should seek assistance from a leadership team member or an HR representative pursuant to the Company’s Employee Handbook.

## ***Governance***

This Policy is reviewed at least annually by the Vice President of Human Resources and the Executive Team. Additional reviews may be triggered by major changes in corporate strategy, the regulatory environment and/or financial market conditions. The Executive Team is the ultimate approval authority for this Policy, but the Executive Team may delegate the approval of non-material changes to the Vice President of Human Resources.

Pinnergy’s Human Resources department is responsible for overseeing the implementation and management of the Policy.

## ***Exceptions and Escalations***

Any employee found to have exhibited any inappropriate conduct or behavior against others may be subject to disciplinary action up to and including termination pursuant to Pinnergy’s Employee Handbook.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the Company’s diversity policy and initiatives should seek assistance from a supervisor or an HR representative pursuant to Pinnergy’s Employee Handbook.

