

## EQUAL EMPLOYMENT OPPORTUNITY POLICY STATEMENT

Itron is proud of its equal employment opportunity and affirmative action programs, which are endorsed by the corporation's Chief Executive Officer and implemented by our Senior VP of Human Resources. Itron values diversity and encourages an inclusive work environment that enables all employees to fully participate and contribute effectively meeting our business objectives. A work environment that is free of discrimination and harassment can help the company gain a competitive advantage. At Itron, we learn from and respect cultures in which we operate. We have an inclusive work environment that values the uniqueness and diversity of individual talents, experiences, and ideas.

Itron is an equal opportunity employer. Our company policy provides for a working environment free from discrimination or harassment based on race, color, religion, sex (including gender identity, and pregnancy), sexual orientation, age, national origin, citizenship, military or veteran status, political preference, marital status, mental or physical disability (including medical condition), genetic information or other status protected by law or regulation. Our commitment extends to all facets of employment, including recruiting, selection, training, and promotion. Itron also observes the fair employment laws in each respective jurisdiction in which we operate and strives to employ the most qualified individuals based on merit and job-related factors. All employees are to conduct themselves in accordance with the company's policy. Discrimination or harassment will not be tolerated at Itron.

We continue to endorse programs, including affirmative action programs for qualified veterans with disabilities, as a tool to help eliminate potential barriers to equal employment opportunity and achieve an inclusive workforce. Additionally, our commitment ensures reasonable accommodations for qualified individuals with a disability, medical or religious exemptions. All Itron employees are covered under applicable programs designed to ensure equal opportunity for employees and applications in all aspects of employment decisions such as recruiting, hiring, promotion, demotion, transfer, layoff or termination, compensation, selection for training, benefits and discipline. All departments are responsible for the implementation, auditing and reporting of their respective affirmative action programs.

Itron encourages you to raise any concerns you may have about discrimination or harassment to your supervisor, or if the concern involves your supervisor, the next level of management, your HR business partner, the Chief Compliance Officer, or the Itron EthicsPoint helpline, without fear of reprisal. Itron strictly prohibits retaliation (including harassment, intimidation, threats, coercion, or discrimination) for making an internal or external complaint about discrimination; assisting or participating in an investigation, compliance evaluation, hearing, or any other activity related to laws requiring equal employment opportunity; or opposing any act or practice made unlawful by laws requiring equal employment opportunity

It is our belief that Itron's continued success depends on our ability to attract, develop, and retain a highly competent workforce and on the creative, effective and productive use of all our human resources. We are convinced that talent exists across all population groups. We will conduct our business with due regard to the human dignity and innate worth of each individual.



---

Thomas Deitrich  
Chief Executive Officer

---

March 19, 2025

Date

