



# DIVERSITY, EQUALITY AND INCLUSION POLICY

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People and Talent



INDEX

- I. Introduction ..... 3
- II. Area of application ..... 3
- III. Commitments ..... 4
- IV. Managament model ..... 5
- V. Continuous improvement: approval, review and communication of the policy ..... 6

## I. INTRODUCTION

The CIRSA Group of Companies (the “Group” or “CIRSA”) knows that guaranteeing, equally and without any type of discrimination, the same opportunities for professional and personal development to all the people who are part of it, is an unavoidable path to bringing out all the potential and talent of its human team.

This policy (the “Policy”) establishes the commitments and lines of action to place the management of diversity, equality, and inclusion as key elements of the Group's global strategy.

The Group promotes an ethical and compliant culture that guarantees a diverse, egalitarian, and inclusive environment and fosters a work environment in which trust, and mutual respect prevail, and in which integration and recognition of individual merit constitute distinctive features of the Group.

Through this Policy, CIRSA expresses its firm commitment to equal opportunities and non-discrimination, positioning itself against any conduct or practice associated with prejudice due to, among others, gender, age, disability, nationality or culture, race, religious beliefs, sexual thinking and orientation, or any other personal, family, economic or social circumstance that may be a cause of discrimination.

The Group complies with the letter and spirit of the obligations and regulations of the different jurisdictions where it operates and those with which it has voluntarily acquired.

## II. AREA OF APPLICATION

This Policy is applicable and communicated to all professionals, management personnel and administrators of all companies that make up CIRSA, regardless of their geographical location, including those investee companies over which it has effective control, within the limits provided in the applicable regulations. In those investee companies in which CIRSA does not have effective control, principles and guidelines consistent with those established in this policy will be promoted.

### III. COMMITMENTS

The Group establishes the following commitments regarding diversity, equality, and inclusion:

- Integrate into the organization the richness provided by the confluence of different knowledge, skills, and experiences, by managing the diversity of its professionals in the areas of gender, age, disability, nationality and culture, race, religious beliefs, thinking and orientation sexual, or for any other personal, family, economic or social circumstance that may be a cause of discrimination.
- Expressly reject any discrimination based on gender, age, disability, nationality or culture, race, religious beliefs, sexual thoughts and orientation, or any other personal, family, economic or social condition among its professionals, creating free work environments. of discrimination, both direct and indirect, harassment or other forms of intolerance at all levels of the organization.
- Promote equal opportunities as a central axis in the orientation of human resources policies, with the aim of creating strategic assets and promoting the full personal and professional development of the company's people at all times, thus consolidating the right to effective equality of opportunities and equity of treatment for all professionals.
- Guarantee that decisions and mechanisms on selection, hiring, performance evaluation, personal progress and professional promotions are based on merit: integrity, work and achievements, leaving issues such as gender, age, disability, nationality without influence in said processes. or culture, race, religious beliefs, thought and sexual orientation, or any other condition that may be a cause of discrimination, guaranteeing management free of prejudices associated with differences.
- Provide all professionals with policies and measures that promote balance between work and personal life, so that they can continue to care for and cultivate other responsibilities and interests that allow them to achieve full satisfaction in their personal and professional lives, in a society diverse and changing.
- Extend this commitment to diversity, from respect for management freedom, to all interest groups, especially suppliers and contractors, through the integration of diversity in purchasing processes, recognizing the efforts of those companies who promote this policy in their organizations.
- To achieve this, our diversity, equality and inclusion strategy is based on the following axes:
  - Establish action plans that promote effective gender equality, guaranteeing professional development, as well as pay equity in equal opportunities.
  - Creation of integration plans for people with disabilities.
  - Facilitate collaboration between people of different generations so that everyone can contribute and enrich the work with their different perspectives.

- Establish mechanisms so that multiculturalism and differences in habits, race, language, and thinking are not a barrier to achieving objectives and team integration.
- Promote a professional environment where the uniqueness of beliefs, education, abilities, way of thinking and preferences contribute to enhancing the innovation and commitment of professionals.
- Integrate and normalize LGTBIQ+ groups in the work environment.
- Define communication and awareness as a transversal axis of the rest of the commitments with the aim of extending and making this policy known within the company and its interest groups.

#### IV. MANAGEMENT MOODEL

CIRSA has established a management model based on the principle of due control, aimed at fulfilling the commitments established in this Policy and which can be summarized in the following elements:

- The Board of Directors is responsible for the guidance, supervision and control of the Group's diversity, equality and inclusion strategy and policy.
- The Appointments and Remuneration Committee, once established, will be responsible for carrying out control and monitoring in matters of diversity, equality, and inclusion.
- The existence of safeguard mechanisms will be protected by the Compliance Body, and which will have, among others, the mandate to ensure knowledge, understanding and compliance with the company's commitments included in its Code of Conduct and policies.
- The establishment of a procedure for managing notifications and queries related to irregularities or breaches of the Code of Conduct and the rules and policies that inspire or develop it and whose responsibilities and operation are described in the Group's Code of Conduct.
- Compliance with the internal and external regulations applicable both by the people of the Group and, when appropriate, by third parties that are related to it.
- Training and information aimed at ensuring that the Group's professionals know, understand, and apply the commitments of this policy.
- The continuous improvement of the diversity, equality and inclusion management model taking into account internal and external evaluations.
- Transparency in the information provided to third parties, guaranteeing its reliability and rigor.
- The implementation of participation and consultation processes for professionals and other interest groups, which guarantee that their needs and expectations are understood by the Group and, where appropriate, incorporated into its regulations.

## V. CONTINUOUS IMPROVEMENT: APPROVAL, REVIEW, AND COMMUNICATION OF THE POLICY

This policy has been approved by the CIRSA Board of Directors and is effective from the moment of its approval.

It will be subject to continuous review and improvement, especially when business circumstances require it. In any case, this policy will be reviewed annually on an ordinary basis and, if required, it will be duly updated.

Failure to comply with this policy may lead to disciplinary measure.

2024