

EQUALITY, DIVERSITY AND INCLUSION POLICY

The Cedinsa Board of Directors has the competence to design, evaluate and review the ESG System and update, if necessary, the corporate policies under which the Company is governed. Aware of Cedinsa's commitment to its human team, key to its business success, the Board of Directors approves this Equality, Diversity, and Inclusion Policy. The purpose of this policy is to achieve a favourable environment that facilitates and enhances equal opportunities and non-discrimination including the provisions of the Sustainable Development Goals (SDGs) approved by the United Nations in these areas.

Diversity encompasses the set of characteristics that make people unique. The Cedinsa group believes that the diversity of competencies and points of view facilitates a good understanding of the organization. This diversity contributes to effective management of the company and allows members of the management, administrative and supervisory bodies to exercise constructive criticism of management decisions and to be more receptive to new ideas. The diversity of gender, experience and geography stimulate the critical attitude.

Cedinsa will promote all the necessary measures to ensure **equal opportunities**, which is one of the fundamental pillars of professional progress. The management will implement the necessary measures to guarantee the selection and promotion of the employees of the group based on objective criteria, avoiding any type of discrimination in the selection processes for any job, without tolerating any type of discrimination based on any personal, physical, or social condition. The Management Board shall ensure that the selection processes of all members of all management bodies, as well as those of two levels of managers immediately below them and intermediate-level managerial positions, favour diversity of gender, experience and knowledge and, in particular the inclusion of all women in the stages of the process is ensured in order to expand the female representation in the administrative bodies and thus balance the presence of women and men.

Inclusion refers to the way of valuing the differences between individuals so that everyone can develop their full potential. It is the conscious strategy of fostering the feeling of belonging to a group or community. The basic principles of action are:

- a) Guarantee the quality of work, promoting stable and quality jobs.
- b) Principle of equal employment opportunities:
 - a. Promotion, professional development, and compensation: evaluation of individual objectives.
 - b. Selection of the best professionals based on knowledge and skills.
 - c. Do not establish wage differences.
 - d. Ensure training for the development of work.
- c) Promoting gender equality:
 - a. Promote the access of the underrepresented gender in positions of responsibility.
 - b. Ensure balanced representation in all decision-making bodies.
 - c. Collaborate with programs related to the group's business by the underrepresented gender.
- d) Actions in relation to diversity and inclusion:
 - a. Promote that the professionals of the groups contribute knowledge and experiences.
 - b. Promote the sense of inclusion in the Group.
 - c. Encourage the use of inclusive language in communications.

EDITION	DATE	APROVAT:
1st	Desembre 2021	Address