



DIVERSITY, EQUITY AND INCLUSION POLICY

May 2024

INDICE

1	Purpose	3
2	Scope of application	3
3	General principles	4
4	Application areas and strategic lines	4

DIVERSITY, EQUITY AND INCLUSION POLICY

The Senior Management of Valoriza, S.A. ("VALORIZA"), within the framework of its general and non-delegable competence to determine the general policies and strategies of the Company, has approved this Diversity, Equity and Inclusion Policy (hereinafter, the "Policy").

1 Purpose

This Policy establishes the guidelines and lines of action to promote a culture of respect for diversity, equity and labor inclusion, in order to ensure as a strategic objective the development of labor relations based on creating and promoting a diverse, equitable and inclusive work environment, which promotes the progression, as well as the personal and professional development of our team, contributing to the achievement of our purpose, mission and corporate values and to a better business performance.

At VALORIZA we are firmly committed to Diversity. Our teams are made up of people who are demographically, experientially and cognitively different, including diversity factors such as: gender, gender identity and expression, ethnicity, age, education, disability, religion, sexual orientation, personality, etc., or any other personal, physical or social condition.

VALORIZA also advocates a culture of Inclusion. We promote an open corporate culture, ensuring work environments free of bias, stereotypes and limiting beliefs in which all our people are respected and valued, so that they can achieve their goals, developing professionally and personally. We maintain a zero tolerance policy against all types of discrimination.

We believe in Equity as one of the essential pillars that inspires an individualized treatment of each collaborator that takes into account their diversity and individuality in their progression and development, so that each person can deploy their maximum potential.

At VALORIZA, we believe in the power of people. Our growth begins with the professional development of each member of the Company. Our goal is to have a diverse, creative and innovative workforce in which our professionals feel part of a dynamic and talented team.

2 Scope of Application

This Policy applies to all entities belonging to VALORIZA, according to their own characteristics. For the purposes of this document, VALORIZA is considered composed of (i) all subsidiaries or majority-owned companies over which, directly or indirectly, effective control is exercised by VALORIZA, S.A. regardless of their geographical location. Therefore, all references in this Policy to VALORIZA shall be understood to include all the companies listed above.

Not included in its scope of application are subsidiaries or minority-owned companies over which VALORIZA, S.A. does not exercise, either directly or indirectly, effective control, which will have, where appropriate, their own policies or internal regulations governing the matter, and in no case may these be contrary to the provisions of this Policy.

3 General Principles

To achieve the implementation of the commitment to Diversity, Equity and Inclusion, VALORIZA and the other companies belonging to its Group will guide their actions by the following general principles:

- a) Guarantee a work environment based on dignity and respect for all people, free of discrimination, harassment and other forms of intolerance and violence.
- b) Promote equal opportunities, establishing the necessary measures and actions to achieve real equality of treatment and opportunities among all professionals and avoid situations of discrimination, both direct and indirect, at all levels of the Company that may be associated with nationality, racial or ethnic origin, age, disability, religion, conviction or opinion, sexual orientation or identity, gender expression, sexual orientation, marital status, personality, or any other personal, physical or social condition.
- c) Facilitate an equitable and inclusive work environment, in which individual differences are respected and valued, so that each person feels an important part of a common project, thereby fostering creativity and innovation, enriching the Company with knowledge, skills, experiences and different perspectives.
- d) Adapt our measures and processes to take into account the diversity and uniqueness of our human team, promoting their personal and professional development and attending to each person's needs.
- e) To involve the entire Company in diversity matters, both in internal relations, regardless of the position held, and in relations with customers, suppliers and other stakeholders.
- f) Promote awareness of and compliance with the commitments of this Policy among those with whom the Company has commercial relations: partners, suppliers, contractors, distributors, etc., as well as any other public or private entity related to our operations or services.

4 Areas of application and strategic lines

Based on the general principles set out above, VALORIZA incorporates the value of Diversity, Equity and Inclusion as a strategic axis in the management of the employment relationship cycle of our professionals in each of its phases, from attraction, recruitment, incorporation, growth, consolidation and disengagement, following the following lines of action:

- I. **Attraction:** contributing to and showcasing the employer brand as a diverse, equitable and inclusive Company, where any person will be valued for their talent and not for their physical, personal or social characteristics.
- II. **Recruitment:** ensuring transparent and objective selection processes, free of unconscious bias, guaranteeing equal opportunities and non-discrimination to ensure the inclusion of diverse groups.
- III. **Onboarding:** supporting and facilitating the inclusion of each person, according to their individuality, in their process of incorporation into our work environment.
- IV. **Growth:** ensuring equitable professional development, valuing the knowledge and skills necessary to perform the job and the evaluation of the fulfilment of objectives and performance.
- V. **Consolidation:** offering training actions that integrate respect for diversity, equity and equality, ensuring the commitment of our professionals in this area.
- VI. **Disengagement:** ensuring that terminations are carried out without taking into account the physical, personal and social characteristics of each person, accompanying them in the process of their departure.

Following this strategic line, VALORIZA defines the following areas of application in terms of Diversity, Equity and Inclusion, on which it acquires a set of commitments that, in turn, contribute to the achievement of various goals related to the Sustainable Development Goals (SDGs):

1. **Gender Diversity:** Promote equal opportunities and foster gender equality at all levels of the Company.
 - i. Promote a respectful and non-discriminatory environment, favouring equal opportunities.
 - ii. Promote the reconciliation of professional, family and personal life for all personnel.
 - iii. Encourage the presence of women at all levels, especially in leadership positions, guaranteeing their professional development with equal opportunities.
 - iv. To reduce the salary gap between women and men in similar jobs, if it exists.

2. People with disabilities: Valuing the unique potential of people with disabilities and harnessing their talents.

- i. Promote the inclusion of persons with disabilities in the labour market.
- ii. Improve the integration of people with disabilities at the time of entry into the workplace.
- iii. To support the retention of talent of people with disabilities in the world of work.

3. Social and cultural diversity: Valuing, respecting and exploiting social and cultural differences as a source of added value.

- i. Promote respect for and value of cultural diversity.
- ii. Harness cultural diversity as a source of knowledge and talent, creating added value.
- iii. Facilitate the inclusion of staff through intercultural awareness and understanding.
- iv. Promoting the inclusion of groups at risk of social exclusion.
- v. Support the retention of people at risk of social exclusion in the world of work.

4. Generational diversity: Contributing to the integration and coexistence of different generations in the workplace.

- i. Encourage coexistence between the different generations.
- ii. Ensure the management and use of multigenerational talent in the Company
- iii. Establish measures aimed at avoiding bias in selection, recruitment and promotion processes based solely on age.
- iv. Work actively to manage the challenges associated with a multigenerational society.

Likewise, the development of appropriate training programmes for the achievement of these objectives, as well as communication and awareness-raising actions, are defined as a transversal axis of the above, with the aim of extending and making this Policy known within the Company and to its stakeholders.