

Equal Opportunity, Diversity, Equity and Inclusion Policy

One of Grupo Piñero's values is respect, which is why it is essential to facilitate and promote equal opportunities, non-discrimination, diversity and inclusion of the people who work with us in accordance with the legislation in force in each country and following international best practices. This policy is based on the principles and values of the Code of Ethics, as well as the rest of our company's policies.

Accordingly, at Grupo Piñero we are committed to:

- Consolidate a culture of respect for people and favorable behavior open to diversity toward any of the Group's stakeholders. Managing them so that they are a source of enrichment, which is valuable because it allows different points of view to be confronted, avoiding friction and providing greater creativity and innovation.
- Reject any discrimination based on race, age, sex, marital status, nationality, beliefs or any other physical or social condition among our employees.
- Ensure equity and equal opportunities in all Human Resources processes by treating people who work or want to work with us in an equitable manner.
- Promote gender equality both inside and outside the organization and raise awareness of gender equality, especially at management level.
- Preserve a workplace environment free of harassment by ensuring the establishment of agile and effective reporting channels, and collaborate in the fight against gender-based violence by establishing specific awareness-raising programs to be adopted by all the Group's employees, making it an essential component of their professional as well as personal development.
- Protect maternity as a specific situation of the female professional group, preventing it from having a negative impact on their professional career.
- Analyze affirmative action measures and correct inequalities that arise by promoting the access of the under-represented gender both to positions of responsibility and to other areas of the organization.
- Create integration plans for other specific groups, especially people with functional diversity.
- Encourage professionals to learn about the different cultures and ways of doing things in the countries where the company operates, since the contribution made by people of different origins, races and ethnic groups is a permanent and decisive source of enrichment for the Group.
- Facilitate the collaboration of people from different generations so that they can all contribute and enrich the work with their different perspectives.
- Standardize working conditions for both part-time and full-time professionals and respect, in setting working conditions, the principle of equal working conditions for jobs representing the same demands and the same value.
- Adopt measures to promote inclusive leadership, incorporating in leadership programs behaviors that favor a culture based on diversity and an internal communication strategy that successfully conveys the plural and inclusive nature of the Group.

*This Policy was approved by the **Board of Directors of Levantur, S.A.** on June 21, 2022.*