



# MASAVEU CORPORATION GROUP

(Corporación Masaveu, S.A. and Subsidiary Companies)

## Human Resources Policy

## 1. Purpose

This policy forms part of Corporación Masaveu Group's Corporate Policies, and, therefore, its aim is to establish the principles, objectives and values which should guide behaviour within Corporación Masaveu Group.

More precisely, the purpose of this "Human Resources Policy" is to define, design and disseminate the Group's human resources management model in order to attract, develop and retain talent and encourage professional growth in the workforce, making them participants in the successful business enterprise of the Group's companies and guaranteeing them a dignified and stable job.

Human resources management is based on respect for diversity, equal opportunities and non-discrimination, together with the alignment of the interests of the workers with the strategic objectives established at Group level.

## 2. Scope of Application

This policy applies to the members of management and all employees in general, including all those who provide services in Corporación Masaveu Group, regardless of their position in the organisational structure or geographical location where they perform their work.

Therefore, it shall affect all of the companies in Corporación Masaveu Group regardless of the country in which they operate.

For the purposes of this policy, the Masaveu Corporation Group shall be understood as the Group comprising Corporación Masaveu, S.A. (hereinafter, "the Company") and all its subsidiaries and investees that are in the situation provided for in Article 42 of the Code of Commerce.

In the rest of the companies in which Corporación Masaveu has direct or indirect interest but not control, Corporación Masaveu shall promote the adoption of human resources policies through their participation in governing bodies.

## 3. Principles of conduct

The principles governing the "Human Resources Policy" are the following:

### High ethical standards

Corporación Masaveu group fosters the ethical values of respect, cooperation, team work and behaviour guidelines set out in the Code of Conduct.

It also has an ethical Channel for queries or complaints that helps to prevent and, where appropriate, punish any situation of infringement, discrimination or conduct contrary to the norms, policies and values of Corporación Masaveu.

### Respect for people

In Corporación Masaveu Group, human resources management and relationships between employees are at all times based on respect for the dignity and privacy of individuals and founded upon the principles of mutual trust and respect.

Corporación Masaveu Group expressly prohibits the abuse of authority and any type of physical, psychological or moral harassment and also any other conduct that may generate an intimidating, offensive or hostile working environment.

All employees must treat each other in a respectful and professional manner in order to create a challenging work environment that encourages individuals to give the best of themselves. In the same way, relations between employees of the Masaveu Corporation group and those of the collaborating companies will be based on the above criteria, on professional respect and mutual collaboration.

Corporación Masaveu Group condemns child labour and forced or obligatory labour as well as freedom of association and collective bargaining.

### Non-discrimination, diversity and inclusion

The Masaveu Corporation Group does not tolerate any type of discrimination on the grounds of gender, race, sexual orientation or identity, gender expression, religious beliefs, conviction or opinion, age, nationality, social origin, disability, illness or health condition, serological status and/ or genetic predisposition to suffer pathologies and disorders, language, socioeconomic situation or any other personal or social condition or circumstance.

Likewise, the Masaveu Corporation Group recognises that the coexistence of people of different origin, race or ethnicity, as well as of different generations, represents a source of enrichment and innovation, as well as a strengthening of the Groups human potential.

The Group is therefore committed to fostering an inclusive culture, promoting the integration of people with diverse profiles and creating a working environment that rejects discrimination of any kind at all levels.

### Promote competitive working conditions

Corporación Masaveu Group offers its employees fair and equitable remuneration, and competitive professional conditions and also provides an appropriate, healthy and safe working environment.

### Facilitate reconciliation

Corporación Masaveu Group understands the importance of the balance between personal and working life for all areas of personal development, and promotes measures that help its employees to achieve this balance.

### Professional development

Corporación Masaveu Group is aware of the importance of the management and promotion of talent, and therefore implements training programmes that support advanced professional training for the performance of the job, adjustment to technological and organisational changes, adjustment of the workforce to the requirements of the group's companies and greater capacity for professional development.

Furthermore, Corporación Masaveu Group promotes training programmes that contain aspects related to respect for human rights and fosters a culture of ethical and regulatory compliance.

## 4. Approval and revision of this policy

This policy was initially approved by the Board of Directors on 13 February 2020 and last amended on 18 June 2024.