



MASAVEU CORPORATION GROUP

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

Policy on respect for human rights

1. Purpose

This policy is part of the Corporate Policies of the Masaveu Corporation Group and, therefore, its aim is to establish the principles, objectives and values that should guide behaviour within the Masaveu Corporation Group.

The specific purpose of the “Policy of Respect for Human Rights” is to formalise the commitment of the Masaveu Corporation Group to the human and labour rights recognised in national and international legislation.

The Masaveu Corporation Group supports, respects and contributes to the protection of internationally recognised human rights, with the aim of not being an accomplice, in any form, of abuse or violation of these rights in the course of its activities.

2. Scope of Application

This policy shall be applicable to all senior executives, managers, employees and, in general, to all persons providing services in the Masaveu Corporation Group, regardless of the legal status of their employment or service relationship, the position they occupy in the organisational structure or the geographical location in which they carry out their work.

Consequently, it will affect all the companies that make up the Masaveu Corporation Group, regardless of the country in which they operate.

For the purposes of this policy, Masaveu Corporation Group shall be understood to be the Group comprising Corporación Masaveu, S.A. (hereinafter, “the Company”) and all subsidiaries and investee companies that are in the situation provided for in article 42 of the Code of Commerce.

In the rest of the companies in which Masaveu Corporation has direct or indirect participation without control, Masaveu Corporation will promote, through its participation in their governing bodies, the adoption of policies of respect for human rights.

3. Principles for action

In order to achieve the aforementioned objectives, the Masaveu Corporation Group accepts and undertakes to promote the following basic principles of action:

Compliance with regulations and adoption of complaint mechanisms in matters related to Human Rights

The Masaveu Corporation Group is committed to carrying out its business and professional activities in accordance with current legislation, and will therefore demand strict respect for the human and labour rights recognised in national and international legislation, from all the Group's professionals and suppliers.

Any possible infringement of human rights may be reported through Masaveu Corporation's Ethical Channel. Doubts about the interpretation or application of this policy may also be raised through this channel.

Commitment to human rights

The activities of the Masaveu Corporation Group are carried out with respect for human rights and civil liberties, in accordance with internationally accepted laws and practices.

The Masaveu Corporation Group is committed to respecting, protecting and complying with the United Nations International Bill of Human Rights, as well as the UN Guiding Principles on Business and Human rights and the European Charter on Human Rights which enshrines the protection of personal data as a fundamental right.

Rejection of forced or compulsory labour and child labour

The Masaveu Corporation Group rejects the use of any form of forced or compulsory labour, understood as labour required of an individual under the threat of any penalty and for which said individual does not volunteer.

Likewise, the Masaveu Corporation Group respects the rights of children and rejects the use of child labour.

Respect for diversity and non-discrimination

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 strengthening of the Group's 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.

Freedom of association and collective bargaining

The Masaveu Corporation Group respects freedom of association and collective bargaining.

Health and Safety at work

The Masaveu Corporation Group is committed to providing its employees with a suitable, healthy and safe working environment.

Fair and pleasant working conditions

The Masaveu Corporation Group is committed to remunerating its employees in a dignified manner, in accordance with their skills and knowledge.

The Masaveu Corporation Group recognises the importance of its employees' training and undertakes to contribute to the updating and management of their talent, knowledge and skills, in order to promote their professional progress.

Respecting the rights of local communities and indigenous peoples

The Masaveu Corporation Group recognises and respects the rights of ethnic minorities and indigenous, tribal, and aboriginal people and encourages their participation through effective and culturally appropriate communication mechanisms.

Awareness-raising

The Masaveu Corporation Group promotes a culture of respect for human rights and actions aimed at raising awareness in this area among its professionals.

4. Approval and review of this policy

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