

DIVERSITY POLICY



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Konecta





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This Diversity Policy defines the strategy for ensuring equal treatment and opportunities and non-discrimination in any of the companies that are part of the Konecna Group (hereinafter Konecna, the Company, the Organization), and establishes its commitments to the human team that makes up the organization.

1.- PURPOSE

The purpose of this Diversity Policy (hereinafter the “Policy”) is to declare Konecta's commitment to the establishment and development of actions that guarantee equal treatment and opportunities and non-discrimination of employees based on age, gender, culture, functional diversity, sexual orientation and identity, or of any other personal trait, either directly or indirectly.

KONECTA embraces attention to diversity as a widely accepted principle, both within the Company itself, and within the society in which it develops its business.

The Company's staff has a wide representation of people of different gender, age, religion and culture. Therefore, diversity is part of our reality. It is precisely because talent does not depend on gender, religions, age, or limitations of any kind that Konecta proposes the management of diversity as one of the pillars and values of its attraction and talent development policies, understanding that, through an atmosphere of inclusion and diversity, value processes are generated, and efficiency is developed.

The implementation of the Diversity Policy includes the following forms of diversity:

GENERATIONAL DIVERSITY: Integrating the contribution of all people regardless of their age.

GENDER DIVERSITY: Ensuring Equal Opportunities for men and women in the Company.

CULTURAL DIVERSITY: Incorporating the value currently offered by cultural globalization.

FUNCTIONAL DIVERSITY: Providing opportunities for people with functional diversity to contribute their talent and capabilities, without limitations or barriers.

DIVERSITY OF ORIENTATION AND SEXUAL IDENTITY: Ensuring the right of persons not to be discriminated against, on the basis of their sexual orientation and identity.



The Company's emphasis and commitment to social diversity and inclusion is in line with the Sustainable Development Goals defined by the United Nations in points 5, 8, 10 and 16.

2.- SCOPE OF APPLICATION

This Policy is globally applicable to all Konecta entities and is endorsed by the Board of Directors. Each member of the Konecta team is responsible for promoting the principles and commitments contained herein while performing their duties.

3.- GENERAL PRINCIPLES OF ACTION

For KONECTA, the respect and development of plurality is a strategic element, which allows for multiple views that directly and positively affect customers and their own objectives.

KONECTA integrates the commitment to equal treatment and opportunity and non-discrimination, in accordance with the following objectives:

- Ensuring equality and diversity in all talent management processes (selection, development, promotion), and internal policies, ensuring procedures based on merits and skills exclusively, without biases that may involve discrimination by gender, age, religion, culture, sexual orientation, capacity, or any other personal feature.
- Emphasizing the value of diversity by creating inclusive work environments, and ensuring the proper integration of diverse profiles among employees, regardless of gender, sexual orientation and identity, culture, nationality, ethnic origin, religion, beliefs, age, disability, etc.
- Prioritizing the talent of people as the main tool to achieve business objectives and raising awareness on the positive contribution of diversity within the staff.
- Promoting diversity as a cross-cutting issues in all policies and procedures, as well as in the means used for its dissemination, understanding and implementation.
- Highlighting the activities that support non-discrimination, as well as the results that obtained from the implementation of diversity policies in the annual report of the Company.

KONECTA, with this Policy, declares its commitment to integrate the management of Diversity as a cross-cutting principle in the organization, as well as to provide the resources necessary to make the management of Diversity effective.

4.- UPDATE AND REVIEW

This Diversity Policy shall be reviewed and updated, where necessary, to adjust to the changes experienced by Konecta's business model, or to those which may be likely to occur in the company's field of action, or to those resulting from the adoption of rules of direct application, while ensuring its effectiveness and compliance.

NOTE: This Diversity Policy was revised and approved on 19 December 2022 by the Konectanet Group's governing body, S.L.U.