



**EQUAL OPPORTUNITY AND  
SAFE ENVIRONMENTS,  
DIVERSITY AND INCLUSION  
POLICY OF THE INMOCEMENTO  
GROUP**

**November 7, 2024**

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## 0. VERSION CONTROL

<b>Version</b>	<b>Date</b>	<b>Modifications</b>
1	November 7 of 2024	Version version. Approved by the Board Board of Directors

## 1. PREAMBLE

With the approval of the INMOCEMENTO Group's Equal Opportunity and Safe Environments, Diversity and Inclusion Policy (the "**Policy**"), the commitment of the group of companies of which INMOCEMENTO, S.A. is the controlling entity ("**INMOCEMENTO Group**" or the "**Group**") to the diversity of its work teams and to the values of loyalty, professionalism, well-being and development of its communities recognized in the INMOCEMENTO Group's Code of Ethics and Conduct is ratified.

The INMOCEMENTO Group is diverse in the people who make it up, in the activities it carries out and in the countries in which it is present, and recognizes that it is this diversity that favors the creation of plural working environments in which the free exchange of knowledge and experience leads to innovation and development.

The INMOCEMENTO Group has confidence in the people who are part of it, in their experience, knowledge, professionalism and ability to provide solutions that help transform society, contributing to achieve our business and social objectives by promoting these values in the local communities where it is present. It is just as important to recognize the diversity of people as it is to encourage all of them to feel integrated into the company with or through actions that promote equal opportunities and safety in the work environment. And this regardless of the special protection through specific actions aimed at socially disadvantaged or underrepresented groups, which due to their physical or psychological conditions or personal and cultural orientations have traditionally encountered barriers to their effective social integration and have experienced a lack of equal opportunities in the labor market.

Likewise, in order to guarantee healthy and inclusive environments and in compliance with its moral, ethical and legal commitment, the INMOCEMENTO Group periodically reviews the actions carried out in compliance with internal regulations on human rights and persecution against discrimination, workplace, sexual or gender-based harassment or any other type of violence.

This Policy reinforces the commitments and actions that the Group has been developing and by virtue of which it has become an example of good practices in terms of equality, diversity and inclusion for the market, our stakeholders and our employees, with respect to whom it encourages a positive and enriching corporate culture that generates identification with the Group's values and personal satisfaction for being part of it.

## 2. OBJECT

This Policy is part of the Code of Ethics and Conduct and is aligned with the Group's policies on human rights and sustainability, the principles of the United Nations Global Compact and the 2030 Agenda for Sustainable Development. It will also reinforce the integration of the value of equality from a cross-cutting perspective,

diversity and inclusion, at all organizational levels and in each and every one of its activities and business areas, serving as a lever in the effort to achieve true and real equality of opportunities and the search for safe environments, in which there is no room for any form of discrimination.

### 3. SCOPE OF APPLICATION

As this is a corporate policy, it is applicable to all INMOCEMENTO Group companies, regardless of the activity or place where the activity is carried out.

Likewise, based on the geographic diversification of the INMOCEMENTO Group, the application of this Policy in those subsidiaries established outside Spain must be interpreted within the existing regulatory framework in each country.

INMOCEMENTO, S.A., as the parent company of the Group, is responsible for establishing the bases, instruments and mechanisms necessary for adequate and efficient coordination between this company and the other companies that make up the Group. All of the above without prejudice or detracting in any way from the nature of employer and the autonomous decision-making capacity that corresponds to each of these companies, in accordance with the corporate interest of each of them and the duties that the members of their management bodies have towards all their shareholders.

This Policy constitutes the minimum internal framework, and the different business areas may develop or specify it according to their specific circumstances and characteristics.

### 4. GENERAL PRINCIPLES AND OBJECTIVES

For the Group, **diversity** means sharing the knowledge, experience and vision of all the people who make up the Group. They all add up to the achievement of business and social objectives.

Likewise, the Group, through **inclusion**, encourages the incorporation of people and their development, recognizing the value of their differences and generating opportunities for each one to unfold the best of themselves.

Finally, **equality**, which takes the form of equal opportunities and the projection of safe environments, is a fundamental principle and right inseparable from diversity and inclusion, constituting an inalienable principle of action for the Group, guaranteeing equal opportunities and the experience of working environments in which everyone feels safe.

The objectives of this Policy are:

- To facilitate a diverse, equitable and inclusive work environment, in which individual differences are respected and valued, fostering creativity and innovation, enriching the Group with different knowledge, skills, experiences and perspectives.
- Guarantee a work environment based on respect, free of discrimination, harassment or any form of intolerance or violence against any person based on nationality, racial or ethnic origin, age, disability, religion, conviction or opinion, sexual orientation or identity, gender expression, sexual characteristics, marital status, or any other personal, physical or social condition.
- Involve all the people who make up the Group in compliance with this Policy, regardless of their position or function.
- Encourage measures, processes and actions to be developed from the perspective equality, diversity and inclusion, avoiding situations of direct or indirect discrimination.

## 5. GUIDELINES

The Group's commitment to the Policy derives from the development of the following lines of action:

- **Selection and hiring:** ensuring transparent and objective selection processes, free of bias, that guarantee equal opportunities and non-discrimination to ensure the inclusion of people, especially those included in the most disadvantaged groups.
- **Training:** favoring professional development in an equitable manner, valuing the knowledge and skills necessary to perform the job. All this, without training in the culture of equality, diversity and inclusion.
- **Working conditions:** guaranteeing effective equality of opportunity and treatment for our workforce, establishing measures to ensure fair conditions free of discrimination.
- **Inclusive leadership:** the promotion and development of this Policy must be carried out transversally, favoring work environments in which people feel included and part of the Group's projects through an organizational structure in which the people in charge of teams are an example and a driving force for equality, diversity and inclusion.
- **Positive actions:** likewise, the implementation of positive actions for specially protected diversities due to gender, functional, sexual, social and/or cultural diversity will be assessed.

- **Communication:** contributing and showing the Group's companies as diverse, egalitarian and inclusive companies, where any person will be valued for his or her talent and not for his or her physical, personal or social characteristics.

We also ensure that any type of communication is inclusive and encourage our employees to feel heard and free to express their ideas.

## 6. COMPLIANCE AND MONITORING

The INMOCEMENTO Group shall ensure the implementation, knowledge and monitoring of compliance with this Policy. To this end, in each business area, a body, person or department will be designated to act as the most responsible for this purpose.

This Policy will be reviewed and updated as necessary to adapt it to the circumstances and requirements that may arise in accordance with legal requirements or any circumstances that make it advisable.

In order to comply with this Policy, the following commitments are established:

- Training and awareness-raising for stakeholders, including the workforce, regarding the principles that make up this Policy.
- Likewise, a commitment is made to periodically review policies and procedures and to establish follow-up mechanisms in the area of equality, diversity and inclusion. In this regard, the business areas must have the bodies, departments or persons prepared and trained in this regard and the necessary resources to carry out the follow-up, making them available to achieve the objectives of this Policy.
- Correction of any abuse or practice that contravenes the principles of equality, diversity and inclusion.

## 7. APPROVAL AND ENTRY INTO FORCE

This Policy is approved by the Board of Directors November 7, 2024, and becomes effective on the same day of its approval.