

A close-up photograph of a man and a woman looking at a tablet together. The man, on the left, has dark curly hair, wears round glasses, a nose ring, and a dark jacket. The woman, on the right, has dark curly hair and is smiling broadly. They are both looking at a tablet held by the man. The background is a blurred office setting.

konecta

Diversity, equity, and inclusion policy

Corporate Policies 2025

Table of contents

01

PURPOSE

02

SCOPE OF APPLICATION

03

GENERAL PRINCIPLES OF ACTION

04

UPDATE AND REVIEW

01

Purpose

The objective of this Diversity, Equity, and Inclusion Policy (hereinafter, the “Policy”) is to establish and disseminate the basic and general rules of Konectanet S.L.U. (hereinafter, "Konecta" or the "Group") to promote diversity as a key competitive advantage, and equal opportunities and inclusion as fundamental pillars of its people management model. These are, furthermore, indispensable conditions for the defense of human rights, sustainable development, and the achievement of the 2030 Agenda.

This Policy is an extension of Konecta's regulatory framework to establish a reference system and respond to the expectations of its stakeholders (employees, clients, partners and shareholders, investors, financial entities, suppliers, Public Administration, and regulatory entities), referring to all company actions in this matter, ensuring scrupulous compliance with the laws and regulations in force in each country, its own requirements, and international standards.

To this end, it develops what is established in the “Equal opportunities and non-discrimination” and “Work-life balance” sections of the Code of Ethics, is encompassed within the Human Resources Framework Policy, and supports the principles contained in this matter in the Group's Human Rights Policy.

As a signatory of the UN Global Compact, which the company joined in 2004, and to contribute to the agenda set by the United Nations for sustainable development, the Group assumes the Principles of the United Nations Global Compact and its Sustainable Development Goals (SDGs) related to Diversity, Equity, and Inclusion: 5 (Gender Equality), 8 (Decent Work and Economic Growth), 10 (Reduced Inequalities), and 16 (Peace, Justice, and Strong Institutions), approved by the United Nations within the framework of the 2030 Agenda.

Within the framework of this Policy, Konecta adheres to compliance with international laws and standards on human rights, guaranteeing respect for and protection of the fundamental rights of all people with whom it interacts.

02

Scope of application

This Policy is of global application for all Konecta entities as part of its Compliance Program, and is supported by the company's general management. For the implementation and promotion of its principles transversally throughout the organization, the Global Directorate of Diversity, Equity, and Inclusion has been created.

Consequently, it is mandatory for the members of the administrative bodies and for all Konecta workers, regardless of the position or function they hold within the organization or their geographical location.

Notwithstanding the foregoing, its scope of action and application may, when necessary and possible due to the nature of the relationship, be extended to all those natural and/or legal persons linked to Konecta by a business or professional relationship other than employment: suppliers, contractors, and workers in the supply chain, business partners, as well as people who participate in our selection processes.

Given that many of the companies integrating Konecta are domiciled outside the European Union, the internal regulation will be adapted to the specific regulations of each State, respecting and ensuring the basic principles collected here, aspiring to obtain continuous improvement to guarantee equal treatment and opportunities, gender equity, and diversity and inclusion of workers, directly or indirectly hired, and 0 tolerance for discriminatory behaviors or practices.

This Policy governs all company actions, particularly in human resources matters: hiring and selection of candidates, remuneration and benefits, promotions, transfers, professional development, and training, among others.



03

General principles of action

General Principles Of Action

This Diversity, Equity, and Inclusion Policy reflects the express commitment of the company to determine and establish the guidelines and adequate support for the development of actions that guarantee equal treatment and opportunities, gender equity, and diversity and inclusion for workers, whether directly or indirectly hired.

Likewise, it declares zero tolerance for discriminatory behaviors or practices, contrary to its values and culture, associated with prejudice based on, among others, racial and ethnic origin, color, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national ancestry, or social origin, or other forms of discrimination contemplated in European Union regulations and the local legislation of the countries where the company operates, and which is managed in accordance with its own requirements, international standards, as well as the laws and regulations in force in each country.

Aware that each of the countries in which the Group operates has a different social context and needs, this Diversity, Equity, and Inclusion Policy is articulated through plans and actions adapted to the reality of each of its local operations to achieve a fair and respectful work environment.

The application of this policy includes the following guiding principles:

Equal treatment and opportunities

- Ensure fair, transparent, and unbiased processes—based on the qualification, performance, and conduct of individuals—in selection, hiring, development, promotion, salary policy, work-life balance, occupational health, and working conditions of workers that guarantee real equality between women and men, and the diversity of profiles for all positions and at all levels within the Company.
- Eliminate all forms of direct or indirect discrimination based on, among others, racial and ethnic origin, color, sex, sexual orientation, gender identity, disability, age, religion, political opinion, national ancestry, or social origin, or other forms of discrimination contemplated in the regulations of the Union and the local legislation of the countries where the company operates.
- Develop Equity Plans in accordance with what is established in the regulations of each country.

Diversity as an organizational value

- Foster an organizational culture of inclusion, based on fair and equitable treatment, promoting a sense of belonging, promoting respect for workers from minority groups, where each worker has the opportunity to contribute from their individual abilities.
- Promote an environment where generational, cultural, functional, and sexual diversity is respected and enhanced as a source of innovation and value:
 - o Generational diversity: Integrating the contribution of all people regardless of their age.
 - o Gender diversity: Guaranteeing equal opportunities among all workers, regardless of gender, sex, sexual orientation, identity, and gender expression.

- o Cultural diversity: Incorporating the value currently offered by cultural globalization.
- o Functional diversity: Facilitating that people with disabilities can contribute their talent and abilities without limitations or barriers.
- o Diversity of sexual orientation and identity: Ensuring the right of people not to be discriminated against for their sexual orientation and identity.
- Promote diverse representation at all hierarchical levels of the organization.
- Establish reasonable adjustments and universal access in processes and workspaces, in order to eliminate physical, technological, and attitudinal barriers.
- Encourage all levels of supervision to promote compliance with this policy among their teams by their example, demonstrating their commitment to diversity, equity, and inclusion through their behaviors.

Communication and awareness

- Foster neutral, inclusive, and non-discriminatory language in both internal and external communications.
- Design and promote training aimed at the company's professionals in order to eliminate unconscious biases, prevent situations of labor and sexual harassment, and foster respectful and equitable coexistence.
- Promote appropriate awareness and training mechanisms to help teams understand the needs of these groups, incorporate best practices associated with this dimension of diversity, and expressly reject any direct and indirect discrimination at all levels.
- Promote active listening to the opinions and proposals of workers through channels such as surveys, interviews, or any other means of communication for that purpose.
- Disseminate and extend the Group's commitment to diversity, equal opportunities, and inclusion to other interest groups, especially suppliers and contractors, through the Code of Ethics for Suppliers and the valuation of DE&I commitments and parameters in purchasing and hiring processes.
- Disseminate the achievements, progress, and results of the Group's DE&I strategy through official channels to raise awareness among teams about the positive contribution of diversity.

Prevention and responsibility

Both workers and any third party who experience or witness discrimination, harassment, or any behavior that contradicts the principles expressed in this Policy, may transmit their information, doubts, or concerns, confidentially and without fear of reprisal, through the Information Channels available on the Konecta corporate website (<https://konecta.integrityline.com>), in accordance with the Corporate procedure PG COR 26 Information Channels, available in

the same space, which specifies the different available channels and the nature of the communication that can be made through them.

This channel is available 24 hours a day, 7 days a week. No reprisal will be tolerated against anyone who, in good faith, communicates facts that could constitute a breach of this policy, and the guarantees and protections established by the applicable regulations and legislation will be applied to the communicators.

The pertinent disciplinary measures will be applied for non-compliance related to this policy in accordance with internal regulations and the legislation in force in each country, without prejudice to administrative or criminal sanctions that may also result therefrom, if applicable, and that may be imposed by the competent authority.

These principles of action respond to the impacts, risks, and opportunities (IROs) derived from the applicable material topics: attraction and retention of talent; equity, diversity, non-discrimination, and human rights.

The implementation of this policy is supported by the participation of the Diversity, Equity, and Inclusion Committee, which will be composed of:

- Chief Executive Officer.
- Group Chief HR Director.
- Secretary General, Chief Legal, Compliance and Sustainability Officer.
- Global Head of Diversity, Equity and Inclusion.

04

Update and review

The Diversity, Equity, and Inclusion Policy will be reviewed and updated periodically, or when necessary, to adjust it to the changes that the business model undergoes or that may occur in Konecta's field of action or as a consequence of the approval of directly applicable regulations, ensuring its effectiveness and compliance.

NOTE: This Policy has been reviewed and approved on 16 December 2025 by the highest governing body and replaces any previous version thereof, with only this document being valid from the date.

Version Control

Version	Review date	Reviewed	Validated	Approved	Reason for change
2	06/22/2021	Human Resources Organization & Procedure	Legal Affairs	Board of Directors	General review of the Equality Policy and initial draft of the Diversity Policy
3	12/19/2022	Human Resources Organization & Procedure	Legal Affairs	Board of Directors	General review of the Equality policies and initial draft of the Diversity Policy
2	12/16/2025	Human Resources Organization & Procedure	Legal Affairs	Board of Directors	Alignment with legal requirements Alignment with the new format and branding Merging Equality and Diversity policies into a single policy, incorporating the Inclusion component Unifying the Framework Policy and related policies into a single document