

EQUAL OPPORTUNITY AND DIVERSITY POLICY

GLOBALVIA GROUP



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Madrid

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1. Important information on this document

Scope of application of the Policy	All the companies in the Globalvia Group
Section of the Code of Conduct that it puts into practice	"Rules and conduct of professional action" of the Code of Conduct
Section of other Policies it puts into practice	None
Rules it replaces	None
Rules it repeals	None
Personnel it affects	All the Members of the Globalvia Group
Responsibility for its supervision	The area of HR, Communication and CSR

2. Definitions

Definitions in relation to the document and its application:

- **Collaborator:** a person linked to any company within the Globalvia Group through an employment relationship.
- **Company / organization:** includes Global Vía Infraestructuras, S.A., Globalvia Inversiones, S.A.U.
- **Globalvia Group:** includes Global Vía Infraestructuras, S.A., Globalvia Inversiones, S.A.U., and all companies over which they have control according to article 42 of the Royal Decree of August 22, 1885, which publishes the Commercial Code.
- **Members of the Globalvia Group:** members of the Administration Body of the Group's companies, members of the Senior Management and Management of the Group's companies, employees of the Group's companies, temporary workers or employees under a collaboration agreement with the Group's companies, volunteers of the Group's companies, and all other persons under hierarchical subordination to any of the above.

- **Group Companies:** those companies over which Globalvia holds, directly or indirectly, a participation greater than 50% or possesses the majority of voting rights, or has the power to appoint or dismiss the majority of the members of the administration body.

Definition in relation to the specific content of this document:

- **Discrimination:** Discrimination occurs when a person or group is treated unfavorably or unfairly due to their membership in a category such as race, gender, religion, or disability. Discrimination can be overt or subtle and can occur both individually and systemically.
- **Diversity:** Diversity refers to the wide range of characteristics, experiences, and backgrounds that make individuals unique. These characteristics may include, among others, ethnicity, culture, gender, sexual orientation, religion, disability, age, and education. Diversity recognizes that each person is unique and valuable, promoting appreciation and respect for individual differences. Not only is the person welcomed, but they are also valued and understood for what makes them distinct.
- **Inclusion:** Inclusion refers to creating an environment where all people are valued, respected, and can fully participate. Inclusion involves fostering the participation of all individuals, regardless of their background or individual characteristics. It is about building a sense of belonging and promoting equal

opportunities so that all members of an organization feel welcome and can contribute meaningfully without having to relinquish any of their characteristics. At Globalvia, we want everyone to feel this way.

- **LGBTQI+:** LGBTQI+ is an acronym representing "lesbian, gay, bisexual, transgender, queer, and intersex," with the plus sign to acknowledge other possible sexual orientations and gender identities.
- **Biases, Prejudices, and Stereotypes:** Biases are judgments and assessments that individuals make about situations and are influenced by training, education, cultural environment, and personal experiences. Prejudices are preconceived beliefs and negative generalizations towards certain groups of people, while stereotypes are simplified and rigid representations of group characteristics. Biases, prejudices, and ultimately stereotypes influence our perceptions and decisions.



3. Linkage to other group policies and procedures

In the framework of our commitment to equality and diversity, this policy establishes a set of principles and guidelines that closely align with the code of conduct and values of our company. Similarly, this commitment to fostering an inclusive environment where every person employed in the Group is respected and valued for their uniqueness should guide the implementation of various procedures. This document, specifically designed to address aspects related to equality and diversity within our organization, reinforces our commitment to promoting equal opportunities and inclusion in all

facets of our company and is therefore connected to various policies and procedures that form the regulatory framework of Globalvia as well as the Equality and Diversity Plans of the different companies.

4. Policy and Principles

At Globalvia, we undertake the commitment to promote equal opportunities throughout the Group with the various stakeholders and communities in which we are present.



4.1 Why is diversity important at Globalvia?

We emphasize as a strategic objective of the company the development of employment relationships based on equal opportunities, non-discrimination, and respect for diversity. At Globalvia, we aim to foster a culture that celebrates individual differences and creates opportunities for all.

1. To be a reflection of the society we aim to move, connecting it with its possibilities.

Necessarily, we have to be a reflection and an example for the wide range of clients, communities, public administrations, financial entities, private companies, suppliers, and other stakeholders who are part of our daily work. Our policies, procedures, and actions must be relevant, inclusive, and accessible to everyone. Ultimately, our workplaces and behaviors should reflect the values of Globalvia and respond to the needs of society.

2. To make sure all Globalvia employees feel invited to be whoever they want to be.

The objective of this policy is to create conditions that ensure full and effective participation and equal opportunities for any person within the Globalvia Group without the risk of discrimination based on race, color, age, gender, marital status, ideology, political opinions, nationality, religion, sexual orientation, or any other personal, physical, or social condition.

3. To attract the best individuals to find the solutions our clients need.

Having a diversity of experiences, perspectives, and skills allows us to arrive at different solutions, generate innovative ideas, and provide creative answers to the challenges we face. Inclusion ensures that all these voices are heard and valued, fostering an environment where challenging the status quo is encouraged, collaboration is prioritized, and growth opportunities are created.

By better understanding the diverse needs and expectations of our stakeholders, we can offer superior solutions in line with the excellence that defines Globalvia. An inclusive company is better positioned to deliver a positive, unique, and challenging experience to users, regardless of their ethnic background, gender, age, or other characteristics.

By demonstrating our commitment to diversity and inclusion, we become an attractive company for individuals of various backgrounds. This allows us to attract top professionals and instill a sense of pride among the people who make up Globalvia.

All of this is in accordance with the current legislation of the various countries where Globalvia operates and follows international best practices.



4.2 The principles of our policy

Thus, the companies within the Globalvia Group commit to the compliance with the following principles:

1. **Promote diversity**, by valuing the diversity of identities, experiences, backgrounds, and perspectives within the organization.
2. Ensure that all employees, regardless of their background or personal characteristics, have **equal opportunities** to access professional development programs and career advancement.
3. **Provide flexible work policies** that allow employees to balance their work and personal responsibilities, recognizing and respecting their diverse needs and individual circumstances.
4. **Implement strategies that encourage the active participation** of underrepresented groups at all levels of the organization.
5. **Drive various people management processes** to make progress in terms of diversity and inclusion, regularly monitoring to identify areas for improvement and growth opportunities, especially in:

- a. Merit-based and capability-focused selection processes
- b. Monitoring and evaluation of employees based on measurable objectives
- c. Review of salary policies based on job impact without considering any other personal, physical, or social conditions
- d. Employee training tailored to their needs
- e. Launching Inclusion and Diversity Ambassador Networks

6. **Promote transparent communication** that raises awareness about diversity. Encourage inclusive communication that values and respects diverse perspectives and opinions of employees, creating an environment where everyone feels safe, heard, and valued.
7. **Foster diversity** in decision-making bodies, ensuring equal opportunities in all consultation and decision-making areas within the Group.
8. **Encourage the hiring of suppliers** that demonstrate having internal measures related to equality or diversity.
9. **Collaborate with external organizations and entities** that promote diversity and inclusion, sharing best practices and learning from other experiences to strengthen efforts in this area.
10. **Drive, through innovation and transformation**, the effective integration of diverse groups as a strategic value of Globalvia.

5. Recommendations regarding language

The importance of using conscious language lies in its ability to promote equality, respect, and inclusion for all individuals, regardless of their gender, sexual orientation, ethnic origin, ability, or any other individual characteristic. The goal is to use language that avoids discrimination and implicit biases and recognizes and respects the diversity of people.

By using language that does not exclude or marginalize anyone, an environment is created where all individuals feel welcomed and considered, contributing to increased engagement and collaboration. Using neutral language that does not presuppose characteristics or roles based on stereotypes promotes a broader and fairer perspective of individuals..

Some examples:

- **Avoid the use of stereotyped gender roles:** It is important to avoid using expressions that assign stereotyped gender roles. For example, it is recommended to avoid "Women are more emotional," "Men are more aggressive and competitive".
- **Regarding people with disabilities:** Inclusive language for people with disabilities involves using terms and expressions that respect their dignity and avoid stigmatizing or limiting their identity. For example, it is preferable to use terms such as "person with a disability" instead of "disabled" or "handicapped." When mentioning a disability, it is better to say that a person "has Down syndrome" instead of "is Down syndrome." This is important as it recognizes the person independently of their disability and avoids labels that may have negative connotations.
- **In terms of discrimination based on race or religion:** Language plays a crucial role in

promoting inclusion and preventing discrimination based on race or religion. It is important to use respectful language, avoiding offensive or stigmatizing terms related to race or religion. Additionally, it is fundamental to recognize and value cultural and religious diversity, avoiding generalizations or stereotypes that may perpetuate discrimination".

- **Inclusive language for the LGBTQI+ community** is essential to recognize and respect the diversity of identities and sexual orientations. It allows creating an inclusive environment where all people feel valued and represented. Therefore, it is recommended to:
 - Use correct pronouns: Respecting and using each person's preferred pronouns is essential to create an inclusive atmosphere. It is important to ask and use pronouns according to each individual's preferences. While this practice is less common in Spain, it is already widespread in Anglo-Saxon countries.
 - Avoid assumptions about sexual orientations: Do not assume a person's sexual orientation based on stereotypes or appearances.
 - Avoid using LGBTQI+ terms derogatorily.



6. Awareness, training and development

To support the implementation and development of this policy, training sessions will be promoted in all group companies, which may include the following:

- Training in awareness of the importance of equality and diversity, highlighting the benefits of an inclusive and respectful environment.
- Training in unconscious biases to help employees recognize and address their unconscious prejudices, promoting more equitable decision-making.
- Training in cultural diversity focused on promoting understanding of cultural differences and the inclusion of employees from different ethnic and cultural backgrounds.
- Training in gender diversity to address issues of gender equality and empowerment, including the promotion of women in leadership positions.
- Training in LGBTQ+ diversity aimed at promoting an inclusive environment for lesbian, gay, bisexual, transgender, and queer individuals, addressing specific issues they face.

- Training in disability and accessibility focused on creating an accessible and welcoming environment for people with disabilities, as well as compliance with accessibility laws.
- Training in harassment and discrimination to teach employees to identify, prevent, and address situations of harassment and discrimination in the workplace.
- Training in inclusive leadership, aimed at leaders and managers to promote diversity and inclusion in their teams and make equitable decisions.
- Training in equality and diversity policies to help employees understand and comply with the company's equality and diversity policies.
- Training in inclusive communication to teach employees to use language and communication that promotes inclusion and avoids stereotypes.
- Training in legislation and regulations that provides information on laws and regulations related to equality and diversity, ensuring legal compliance.
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7. Other ways to support Inclusion and Diversity

Convertirse quien así lo desee en Embajador de la diversidad e inclusión There are other actions to take to demonstrate our commitment to inclusion:

- Write and publish inclusive job descriptions.
- Consider inclusive language when drafting documentation, communications, or surveys at Globalvia.
- Continue working on self-learning and development (in addition to participating in any organized by the company).
- Become a Diversity and Inclusion Ambassador for those who wish to do so.

8. Breach

A violation of the Policy may result in the application of a disciplinary measure by the corresponding employing entity of the Group, in accordance with what is established in the Code of Conduct and the current local labor legislation at any given time, as it may constitute a breach of the contractual obligations of the employee..

9. Term

This Policy will enter into force on the day it is approved by the Board of Directors of GLOBALVIA. It must be communicated to all the

Members of the Group and will be valid until its cancellation or replacement by another Policy is approved.

10. Policy update

The content of the Policy must be reviewed every two years, unless circumstances arise that advise such review to be carried out at a shorter period.

11. Publicity the policy

The Board of Directors of the Company, through its Chairman and CEO and its senior executives, will promote the monitoring of the principles contained in this policy by the companies integrated in the Group.