

## EUSKALTEL GROUP EQUAL OPPORTUNITIES POLICY

The Board of Directors of Euskaltel, S.A. recognises the strategic objective of building employment relations based on equal opportunities, non-discrimination and respect for diversity.

Specifically, the Board of Directors considers equality between men and women to be one of the core values of the organisation.

Accordingly, the Board has approved this Equal Opportunities and Work-Life Balance Policy.

### 1. Purpose

The purpose of this Equal Opportunities and Work-Life Balance Policy is to create a favourable environment for reconciling the personal and professional lives of the professionals of Euskaltel and the other companies in the Group whose parent company within the meaning of the law is Euskaltel, placing particular emphasis on real equality between men and women, subject to the legislation in force in every country and to best international practice.

### 2. Guiding principles

In order to achieve these objectives, the Euskaltel Group upholds and promotes the following guiding principles:

- a) Maintaining high employment standards and supporting stable, high quality jobs and work content that guarantees professionals continuous improvement of their skills and competencies.
- b) Respecting diversity and promoting non-discrimination on grounds of race, colour, age, sex, marital status, ideology, political opinions, nationality, religion, sexual orientation or any other personal, physical or social condition of its professionals.
- c) Advancing the principle of equal opportunities. This principle, observance of which is one of the core pillars of professional development, entails a commitment to exercise and demonstrate equal treatment, thus contributing to the personal and professional development of the Group's staff in the following areas:
  - (i) Promotion, professional development and compensation: assessing professionals using a target- and performance-based system on the skills and knowledge which their role requires.
  - (ii) Remuneration: not setting salary differences based on personal, physical or social conditions, including sex, race, marital status, ideology, political opinions, nationality and religion.
  - (iii) Recruitment and selection: selecting the best professionals based on candidates' merits and skills.
  - (iv) Training: ensuring all professionals are given instruction and training on the knowledge and skills required for the proper performance of their role.
  - (v) Supporting employees who have different skills and promoting their real engagement in active work.

- (vi) Promoting transparent communications, encouraging innovation and granting professionals sufficient autonomy to perform their duties, with the aim of raising awareness and promoting this Policy and all its related aspects, and ensuring that it is available to all the professionals of the Euskaltel Group.
- d) Working towards real equality between women and men within the Euskaltel Group in terms of access to employment, training, career advancement and working conditions, and promoting gender diversity as a reflection of social and cultural reality, in areas including:
- (i) Strengthening the Euskaltel Group's commitment to equal opportunities between women and men and promoting awareness of this issue, both within the organisation and in society at large.
  - (ii) Ensuring women's professional development within the Euskaltel Group, and removing any barriers that may impede or hinder their career advancement.
  - (iii) Studying positive action measures to correct inequalities and to support women's access to management roles where they currently have little or no representation.
  - (iv) Promoting recruitment and professional development procedures that facilitate the presence of qualified women in all areas of the organisation where they are under-represented, including by implementing training and professional development monitoring programmes specifically for women.
  - (v) Working towards a balanced representation in decision-making bodies at all levels, and ensuring that women have equal opportunities to take part in all consultation and decision-making areas of the Euskaltel Group.
  - (vi) Encouraging the establishment of gender-responsive working conditions, enabling the women and men who work in the Euskaltel Group to have a work-life balance, and ensuring all forms of discrimination on grounds of gender are eliminated.
- e) Implementing work-life measures to safeguard professionals' private and family lives, and enabling an optimum balance between the private and professional spheres for both women and men.
- f) Encouraging the use of suppliers that have measures in place to ensure work-life balance and real equality between women and men, which are in line with this Equal Opportunities and Work-life Balance Policy.
- g) Promoting cooperation with schools to encourage women's presence in university and vocational study programmes related to the Euskaltel Group's businesses where women have a significantly lower presence than men.
- h) Contributing to the fight against gender-based violence by implementing targeted programmes to protect, support and inform victims.
- i) Eliminating the use of discriminatory language in all internal and external corporate communications.