

Equal Opportunity and Diversity Management Commitment

At Tecnivial we are aware that our strategic management must be in line with the needs and demands of society, as we consider ourselves a leading social agent in whose sphere continuous work and personal relationships are established.

For this reason, we have made a commitment to develop **an Equality Plan between Women and Men in the company**, following the guidelines set out in Organic Law 3/2007, for the effective equality of women and men and in RD 901/2020 on equality plans and their registration.

To this end, we are working on the design of the Equality Plan, for which a **negotiating committee** is being set up, made up equally of the company management and the legal representative of the workforce, which will be the work team in charge of preparing the Plan and, of course, of ensuring its compliance and implementation.

We will also prepare a prior **diagnosis of the situation** in which quantitative and qualitative data will be analyzed in relation to the selection processes, access to employment, professional promotion, training, working conditions, reconciliation of personal, family and work life, communication and language, etc.

To this end, the Management, together with this team, will share the enthusiasm and interest in this matter, committing to encourage the rest of the staff to take an active part in the entire process.

Furthermore, the committee will progressively report on the progress and results achieved during the period of design, implementation, monitoring and evaluation of the equality plan.

We approach the implementation of the Equality Plan as a modernization of our management system that will undoubtedly produce an internal structure and relations with society in which our actions are free of discrimination based on sex, contributing to social progress aimed at achieving real and effective equality.

This equality plan is subsidized by the Women's Institute of Castilla-La Mancha



In Guadalajara, September 13, 2024

Management

A handwritten signature in blue ink, consisting of a large, stylized initial 'T' followed by a vertical line.A blue ink stamp of the company name 'TECNIVIAL S.A.' enclosed in an oval shape.