

## EQUAL OPPORTUNITIES POLICY

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*Policy approved by the Board of Director of Lorca Telecom, S.A. at its meeting of September 29<sup>th</sup>, 2022.*

**Prepared by**  
Óscar Tejedor  
Head of Labour Affairs

**Reviewed by**  
Mónica Allés  
HR Director

**Approved by**  
Board  
of Directors

## 1. Introduction

The Board of Directors of LORCA TELECOM BIDCO, S.A. (the "Company" or "MASMOVIL") is responsible for determining the policies and strategy of the companies within the MASMOVIL Group (the "Group") and, as such, acknowledges as a strategic objective the development of labour relations based on equal opportunities, non-discrimination and respect for diversity.

## 2. Purpose

The purpose of this Equal Opportunities Policy is to achieve a favourable environment for employees, promoting, among others, effective equality between women and men, all in compliance with the legislation in force from time to time based on international best practices.

In this regard, it is considered essential to have a working environment in which trust and mutual respect prevail, and in which aspects such as diversity, integration and recognition of individual merit are distinctive features of the identity of the Group's companies. MASMOVIL is convinced that successful, prosperous and long-lived companies that generate wealth for their shareholders and society as a whole base their corporate cultures on integrity and transparency.

MASMOVIL is aware that well-rounded, skilled and energetic people are the foundation of business success for modern companies in increasingly competitive markets. The Company is willing to rely on such people to move forward with excellence in the development of its business plans.

The company promotes equal opportunities as a central axis in the orientation of human resources policies, with the aim of creating strategic assets and promoting the full development of the people in the company and those who will form part of it. MASMOVIL is fully aware that guaranteeing, equally and without any type of discrimination, the same opportunities for professional and personal development to all individuals within the Group's companies is an essential way to bring out the full potential and talent of its human resources team.

## 3. Basic principles for action

In order to achieve these objectives, the Group promotes the following basic principles of action:

- i. Boosting the quality of employment: promoting the maintenance of stable jobs with occupational contents that guarantee a continuous improvement of the skills and competences of professionals.
- ii. Providing equal opportunity and fairness: MASMOVIL actively promotes that decisions and mechanisms on selection, recruitment, personal advancement and career promotions are based on merit (integrity, hard work and achievements).

This point is considered one of the essential pillars of the professional development of employees, the ultimate aim of which is to reward the merit of individuals and promote fair treatment that encourages the personal and professional progression of the Group's human team in terms of professional development and compensation. In the same vein, the recruitment and selection objectives will be oriented towards choosing the best professionals by means of a selection based on the merit and abilities of the candidates, promoting appropriate training internally.

- iii. Respecting diversity: 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 among its professionals.
- iv. Deploying the principles of equality in the value chain: MASMOVIL considers its suppliers and contractors to be essential partners for achieving its business objectives. Likewise, the company considers it crucial to promote integrated and efficient collaborations, with a view to building long-term loyal relationships.

#### 4. Version history

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