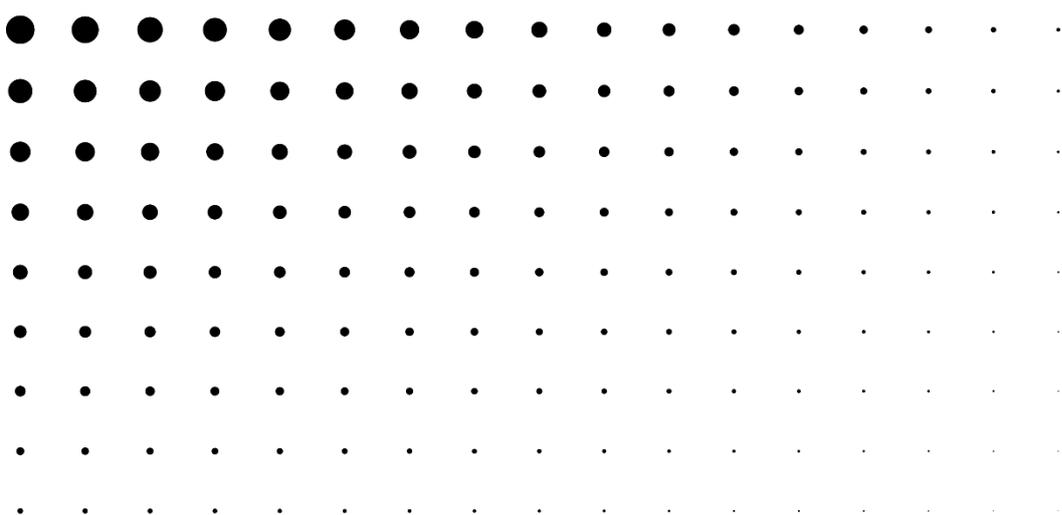


# ANDINO

Global

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# EQUALITY AND DIVERSITY POLICY





## **EQUALITY AND DIVERSITY POLICY**

### **Approved by the Board of Directors – 2025 Version**

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#### **Purpose and Objective**

This Equality and Diversity Policy aims to establish the principles, commitments, and measures that ensure equal opportunities between women and men, non-discrimination, and the promotion of diversity and inclusion for all employees and collaborators of Andino Inversiones Global S.A., as well as the group of companies that comprise it. This Policy serves as a reference framework for the development of equality plans and work–life balance policies.

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#### **Scope of Application**

This Policy applies to all individuals forming part of Andino Inversiones Global S.A., including its subsidiaries and affiliated companies. Accordingly, it is applicable to members of the Board of Directors, executives, employees, contractors, and third parties acting on behalf of or representing the Group.

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#### **Regulatory Framework**

This Policy is aligned with, among others, the following regulations and standards:

- Organic Law 3/2007 on the effective equality of women and men.
  - Royal Decree 901/2020 on equality plans and their registration.
  - Royal Decree 902/2020 on pay equality between women and men.
  - Directive (EU) 2023/970 on pay transparency.
  - ILO Conventions Nos. 100 and 111.
  - CNMV Good Governance Code and applicable ESG regulations.
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#### **Guiding Principles**

The Andino Group conducts its activities in accordance with the following principles:

- Work–life balance and reconciliation of professional, personal, and family life.
- Prohibition of any form of direct or indirect discrimination.
- Professional development based on merit and capabilities.
- Prevention of harassment and respect for dignity in the workplace.
- Respect for cultural, generational, functional, and sexual orientation diversity.
- Pay transparency and salary equity.
- Equal treatment in professional development opportunities for women and men.

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### **Commitments of the Group**

The Andino Group undertakes to:

- Develop and implement measures that promote work–life balance and shared family responsibilities.
- Assess, share, and disseminate annual equality and diversity indicators.
- Promote mandatory training on equality, diversity, and inclusion for all personnel.
- Guarantee equal pay for work of equal value.
- Ensure a bias-free recruitment process, guaranteeing equal opportunities and inclusion.
- Promote balanced participation of women and men in managerial and decision-making positions.

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### **Harassment Prevention Protocol**

Andino Inversiones Global S.A. shall approve and maintain an updated Protocol for the Prevention of and Response to Sexual Harassment and Harassment on Grounds of Sex. In addition, reporting channels shall be implemented to ensure confidentiality and anonymity for all parties involved. The Protocol shall establish protective measures and disciplinary procedures in accordance with applicable labor regulations and laws in Spain and in the regions where the Group operates. The Group is committed to fostering safe, respectful working environments free from any form of harassment.

### **Training and Awareness**

Andino Inversiones Global S.A. shall promote and ensure continuous training for employees on diversity and inclusion, gender equality, and the prevention of sexual harassment. Actions shall be implemented to reduce and eliminate unconscious bias in talent attraction and development processes, promote inclusive leadership, and consolidate an organizational culture based on respect and equity.

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### **Equality Committee or Officer**

The Board of Directors shall appoint an Equality Committee or Equality Officer responsible for promoting, coordinating, and overseeing the implementation of this Policy, as well as for preparing annual equality and diversity reports. This body shall work in coordination with the Data Protection Officer and the Group Compliance Officer.

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### **Monitoring and Review**

The Equality Committee or Equality Officer shall prepare an annual monitoring report on equality and diversity indicators, which shall be submitted to the Board of Directors. This Policy shall be reviewed at least every two years or whenever significant regulatory changes occur.

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### **Approval and Entry into Force**

This Equality and Diversity Policy has been approved by the Board of Directors of Andino Inversiones Global S.A. and enters into force on the date of its approval. It shall be published on the corporate intranet, communicated to all personnel, and made available on the corporate website.

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This Policy forms part of Andino Inversiones Global S.A.'s commitment to sustainability, social responsibility, and regulatory compliance, contributing to the achievement of the Sustainable Development Goals (SDGs 5, 8, and 10) of the 2030 Agenda.