

ALLFUNDS EQUALITY PLAN

I. INTRODUCTION

A basic action principle established in the Code of Conduct of ALLFUNDS is to provide the same opportunities of access to work and professional promotion, ensuring the absence of discrimination based on gender, sexual orientation, race, religion, family roots, nationality, age, disability, language, marital status or social condition, political ideology, political or union affiliation, or any other characteristics that is not objectively related to working conditions.

Therefore, it is Allfunds' policy to ensure equality of treatment and opportunity for all its employees in recruitment, training, career opportunities, or any other aspect of the working relationship.

As a result, any employee that is involved in recruitment, selection, and/or professional promotion processes, whether internal or external, will act and make decisions objectively, with an open attitude towards diversity, and with the aim of identifying the individuals best suited to the profile and needs of the vacancy, always striving for equality of opportunity.

Therefore, Allfunds has created this Equality Plan as a set of measures intended to achieve equality of treatment and opportunity between men and women in the Company and eliminate all gender-based discrimination.

II. OBJECTIVES

The general objective of this Equality plan is:

To encourage effective equality between men and women at ALLFUNDS, eliminating all gender-based inequality and integrating the principle of equality of opportunity in the management of Allfunds' Human Resources, and a focus on gender throughout the organisation.

To achieve this general objective, the following specific objectives have been set:

- Encourage equality of opportunity at Allfunds.
- Reinforce Allfunds' commitment to Equality and conciliation, both internally and externally.

- Monitor the evolution of Allfunds' employees' perception on Diversity, Equality of Opportunity, and Conciliation.
- Charge professionals with Allfunds' achievements in Diversity, Equality, and Conciliation.
- Reinforce mechanisms for minority groups to access employment.
- Reinforce equality of opportunities in the recruitment process.
- Promote equality of opportunities in the promotion and development processes.
- Promote and encourage access to information to improve equality of opportunity.
- Ensure equality of opportunity in terms of Remuneration.
- Advance co-responsibility between women and men.
- Raise awareness among employees about the importance of identifying, preventing, and responding to sexual or gender-based harassment.
- Promote visibility and opportunities for the growth and development of women in areas or aspects of the organisation in which women are underrepresented.

III. SCOPE OF APPLICATION

Duration

This Equality Plan will be valid from the time it is signed and be valid indefinitely.

In any case, this Equality Plan comprises a set of measures that are subject change and will be reviewed periodically and updated if necessary.

Personnel affected

The purpose of this policy is to establish guidelines and standards that are to be applied to the corporate culture of the Company. Therefore, the policy applies to all employees and entities of the Group in all countries in which it operates, without prejudice to any adaptations that may be necessary to comply with local regulations and recommendations or requirements established by each supervisory authority.

V. MEASURES WHICH TEND TO MAKE EQUALITY OF OPPORTUNITIES EFFECTIVE

1. CULTURE, COMMUNICATION, AND IMAGE

1.1 Encourage equality of opportunity at Allfunds Bank.

1.1.1 Periodically review compliance with the objectives set out in this Equality Plan and inform the Management Committee.

1.2 Reinforce Allfunds Bank's commitment to Equality and conciliation, both internally and externally.

1.2.1 Send specific internal communication to inform all employees of the Equality Plan.

1.2.2 Communicate the commitment of Allfunds Bank to equality of opportunity and non-discrimination. For example, through posts on the website, interviews in the press, images, or annual reports.

1.2.3 Sign agreements with official bodies that show Allfunds' commitment to Equality of Opportunity.

1.2.4 Create and publish an interview guide for people involved in recruitment that minimises biases or gender stereotypes.

1.2.5 Create an Onboarding procedure where professionals can have all the information they need about Allfunds, as well as their commitment to Equality and Diversity and information about sexual and gender-based harassment protocols.

1.3 Monitor the evolution of Allfunds Bank's employees' perception on Diversity, Equality of Opportunity, and Conciliation.

1.3.1 Creation or promotion of the HR inbox so people can contribute in matters related to diversity, equality, and conciliation, which could be incorporated as future actions.

1.4 Charge professionals with Allfunds Bank's achievements in Diversity, Equality, and Conciliation.

1.4.1 Schedule information actions on Diversity, Equality of Opportunity, and their impact on management of people processes (recruitment, training, promotion, etc.).

2 **RECRUITMENT AND ACCESS TO EMPLOYMENT**

2.1 Reinforce mechanisms for minority groups to access employment.

2.1.1 Promote specific agreements with Universities and Education Centres, incorporation programs that compensate for the inequality affecting minority groups.

2.1.2 In cases where candidates come from subcontracted recruitment consultants, assess the level of representation of underrepresented groups in that position, area, or department.

2.2 Reinforce equality of opportunities in the recruitment process.

2.2.1 Adapt and publish materials on respect for quality of opportunities between women and men in the recruitment process.

2.2.2 Create an interview guide (related to axis 1) that guides the people involved in recruitment to help them minimise bias or gender stereotypes.

2.2.3 In the Onboarding process, include guidance on diversity and equality for new personnel, as well as potential follow-up sessions.

3 **TRAINING, PROMOTION, AND DEVELOPMENT**

3.1 Promote equality of opportunities in the promotion and development processes.

3.1.1 Keep a record to monitor promotions by gender and organisation level.

3.1.2 Create or expand and publish the “Internal non-discrimination policy” in relation to promotion processes, establishing objective criteria to guarantee commitment to equality of opportunities between women and men.

3.1.3 Conduct formal interviews with employees who were not promoted and reached the final phase to inform them of the reasons they were not selected (making sure they understand that the decision is not based on discriminatory criteria between men and women).

3.2 Promote and encourage access to information to improve equality of opportunity.

3.2.1 Establish a system for identifying training needs of professionals at Allfunds in order to incorporate them in future Training Plans.

3.2.2 Incorporate training and awareness-raising actions in the company’s Training Plan regarding Equality of Opportunity between Men and Women, and Conciliation between Personal and Professional Life.

3.2.3 Train and raise awareness about equality of opportunity and unconscious bias in people responsible for interviews.

4 REMUNERATION

4.1 Ensure equality of opportunity in terms of Remuneration.

4.1.1 Formalise the process whereby remuneration is set in a document, stating the commitment to equality, and establishing the terms for creating a remuneration structure that guarantees internal equity between genders.

4.1.2 Establish a system for evaluating positions to guarantee the effective application of the principle of equal treatment and non-discrimination between women and men.

4.1.3 Perform an internal equity analysis based on the criteria established by the professional and organisational model of the company, which makes it possible to identify specific points of inequality that require action.

4.1.4 Perform regular salary sampling by gender, level, and concept, in order to know, avoid, and, as much as possible, minimise salary differences.

5 PREVENTION

5.1 Raise awareness among employees about the importance of identifying, preventing, and responding to sexual or gender-based harassment.

5.1.1 Train and inform employees about the need to prevent sexual or gender-based harassment situations at work.

5.1.2 Include information in the Onboarding about preventing sexual or gender-based harassment.

5.1.3 Provide information to employees with specific tasks and responsibilities in the area of sexual or gender-based harassment at work so they can perform their work successfully.

6 UNDERREPRESENTATION OF WOMEN

6.1 Promote visibility, and opportunities for the growth and development of women in areas or aspects of the organisation in which women are underrepresented.

6.1.1 Perform an in-depth analysis to identify the causes of the underrepresentation of women in areas where it is observed.

6.1.2 Identify female talent in the organisation and encourage their development and promote them to positions of higher responsibility.