

EQUAL OPPORTUNITY AND ACCESSIBILITY POLICY

PURPOSE

The purpose of this policy, in line with the Code of Conduct, is to establish the commitment of ACCIONA, S.A. and its group of companies (hereinafter, "ACCIONA" or the "Organisation") to equal opportunities and accessibility as guiding principles of our organisational culture.

ACCIONA actively promotes a working environment in which all individuals, regardless of their personal or social characteristics, have the same opportunities for development and feel an integral part of a shared project.

We start from the conviction that integrating different perspectives enhances the capacity for innovation, enriches the Organisation and contributes to the progress of society. We recognise that people are the Organisation's most important asset. Therefore, investing in their development, well-being and recognition is a key priority for attracting, retaining and developing talent, thereby generating shared value.

By implementing practices that are aligned with this policy and by promoting committed leadership and accessible and respectful environments, we seek to consolidate a transformative workplace that fully harnesses the potential of each individual and responds to the environments in which we operate.

SCOPE

This Policy is available to the public and applies to all ACCIONA companies where it has a majority equity holding, and exercises control or is responsible for the management thereof, regardless of the geographic location of those companies, and it applies to all directors and professionals of the Organisation, regardless of their position.

ACCIONA's corporate policies are intended to be applied across the board in all entities of the Group. However, they will not apply in entities, jurisdictions and/or situations in which the policies or any of their provisions are inconsistent with the applicable local regulatory framework.

At those companies in which ACCIONA has an equity holding but does not have management responsibility, the Organisation's representatives on the governing and management bodies of those companies will promote the adoption of this Policy.

ACCIONA encourages the principles contained in this Policy to serve as a reference for its suppliers, contractors, collaborators, customers, affected communities and other stakeholders.

This policy forms a part of ACCIONA's "Policy Book", which is available on the corporate website and on the Organisation's intranet. It is accessible in the main languages¹² of the countries where ACCIONA operates to facilitate consultation by the main stakeholders.

¹² Spanish, English, Portuguese, Polish, French and Italian.

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PRINCIPLES

This Policy is based on the following principles:

- **Non-discrimination** – ACCIONA promotes and recognises the contribution of the knowledge, experience, skills and performance of the people who make up the Organisation, irrespective of their personal or social circumstances, such that they are respected and valued, thereby allowing them to reach their full potential. It therefore undertakes to maintain an environment based on respect and dignified treatment, with a zero-tolerance attitude towards harassment in all its forms and towards any other discriminatory practices. Any type of discrimination based on age, race, ethnicity, colour, national extraction, sex, gender, gender identity, sexual orientation, marital status, family responsibilities, disability, sensitive medical conditions, social origin, religion, political opinion, training, background, genetic characteristics, socio-economic condition, employment options or any other condition is unacceptable.
- **Equal opportunities** – ACCIONA promotes equality of treatment and opportunities as an essential principle to ensure that all individuals, regardless of their personal or social characteristics, have access to the same opportunities for participation, development and recognition in the workplace. Along this line, it undertakes to ensure that processes related to selection, performance, remuneration and benefits, training, promotion, internal mobility and other professional development practices are based on objective criteria related to merit, the recognition of one's own aptitudes and alignment with the achievement of objectives, free from discriminatory practices, while guaranteeing equal opportunities and conditions. Likewise, ACCIONA promotes equal remuneration for women and men for work of equal value, in accordance with applicable legislation and its commitments to equality.
- **Universal accessibility** – ACCIONA understands accessibility as a right and a fundamental value for ensuring that every person can develop their professional potential with equal opportunities, autonomy and well-being. The Organisation comprehensively addresses all dimensions of accessibility—physical, sensory and cognitive—to ensure that its workplaces, infrastructures, services and digital tools are usable and understandable by all individuals, therefore applying, from the very outset, the principles of universal design and international standards and local regulations on accessibility. It also promotes personal autonomy by strengthening the mission of building more just, accessible, safe and fully functional environments for all individuals.
- **Culture of belonging** – ACCIONA promotes an organisational culture based on respect and collaboration, in which each person can fully develop their potential, can feel that they are an active part of the shared project and can contribute through their perspective, experience and performance.
- **Leadership and commitment** – ACCIONA promotes leadership styles that are committed to these principles as a driver of innovation, cohesion and value creation. And therefore, through leadership it promotes environments in which every person feels heard, taken into account and able to contribute meaningfully to the achievement of shared objectives.

IMPLEMENTATION IN THE ORGANISATION

ACCIONA integrates the principles set out in this policy into its organisational culture by promoting awareness and the continuous training of its professionals and by fostering environments based on respect, accessibility and collaboration, where talent can develop without barriers.

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Communication plays a key role in this commitment. ACCIONA therefore ensures that its messages, both internal and external, use respectful and non-discriminatory language, thereby reflecting the diversity of its workforce and of the communities in which it operates.

Likewise, the Organisation provides specific communication and complaint channels for its stakeholders, and it undertakes to not only offer accurate information on the principles of this policy but also review and improve its internal processes.

For the effective implementation of this policy, ACCIONA has the necessary tools, resources and organisational structure in place to establish accountability mechanisms and to implement, review and monitor compliance with the policy.

RESPONSE TO BREACHES

Any breach of this policy may be communicated through ACCIONA's Whistleblowing Channel. Communications of possible violations will be duly analysed, and if confirmed, the corresponding corrective and disciplinary measures will be adopted, without prejudice to the legal liability that could arise in accordance with the legal system of the country in which the violation has been committed.

