



Diversity Management Policy **Suma Capital**

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Diversity Management Policy

People are the most important asset at Suma Capital SGEIC, SA (henceforth, "Suma"), and the diversity and plurality of people, equal opportunities, non-discrimination on any basis and workplace inclusion are priority strategic factors in the organisation and part of its essential values.

As an organisation, Suma is committed to the United Nations' Principles for Responsible Investment (UN PRI) and the International Labour Organisation.

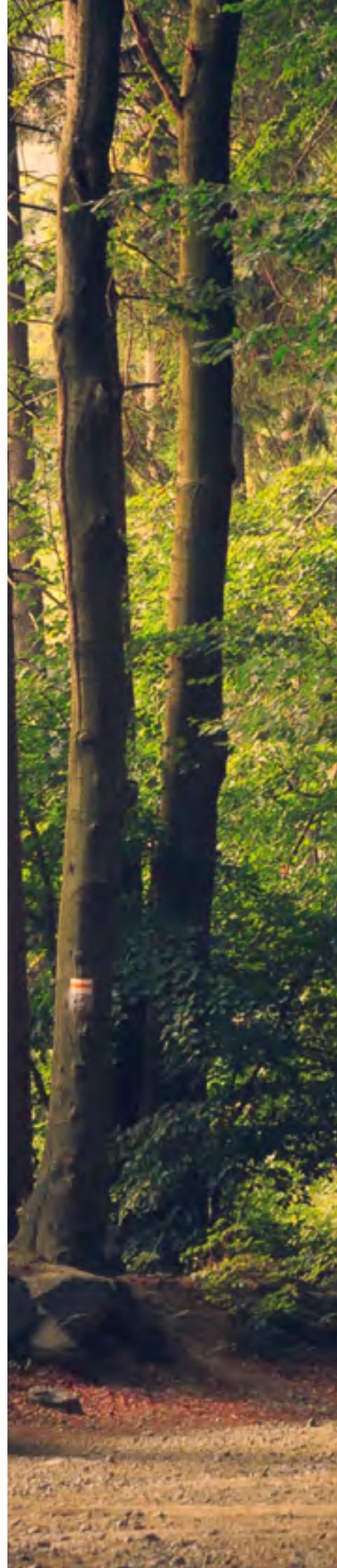
Suma rejects any discrimination on the basis of race, physical disability, illness, religion, sexual orientation, political opinion, age, nationality or gender which would hinder its growth or affect the hiring, retention, advancement and well-being of its personnel.

Its code of conduct confirms that workers' well-being and health are important factors in its success, and it works actively to eliminate health risks and create a safe, high-quality work atmosphere.

Likewise, Suma values, respects and harnesses cultural differences as a source of added value.

In line with this statement of commitment, Suma has developed this specific Diversity Management Policy (henceforth, the "Policy") on promoting equal job opportunities and fostering a system of assessing its human capital without distinctions on the basis of race, ethnicity, background, religion, sex or any other characteristic protected by the laws in force.

This policy is aligned with and complements the corporate Compliance and Responsible Investment Policies developed by Suma.



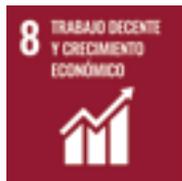
1. Purpose

Suma recognises its commitment to society, and the purpose of this Policy is to promote a culture which respects diversity, equality, non-discrimination and workplace inclusion in order to guarantee equal opportunities and to create and foster a diverse, inclusive working environment which contributes to attaining its corporate objectives and better performance.

All of this shall be undertaken while respecting the laws in force and following international best practices, including the related content in the United Nations' Sustainable Development Goals (ODS) 5, 8 and 10:



Gender equality is not only a fundamental human right but one of the essential cornerstones of building a peaceful world.



Inclusive, sustained economic growth can drive progress, create decent jobs for everyone and improve standards of living.



Lowering inequalities and guaranteeing that nobody is left behind is an integral part of attaining the Sustainable Development Goals.

2. Principles

To achieve these goals, Suma pledges to manage its human team in a socially responsible, integrative, inclusive and transversal way by applying the following basic principles:

a. Guaranteeing equal opportunities and demonstrating equitable treatment to promote personal and professional progress of the human team in the following areas:

1. Recruitment and selection: Choosing the best professionals by means of a hiring process based on merit and the candidates' capacities, without taking factors like gender, race, ethnicity, age or any other factor that could be the target of discrimination into account.
2. Hiring: Not establishing different salaries based on personal, physical or social conditions.
3. Promotion, professional development and compensation: Guaranteeing that these are guided by the parameters of performance and potential.
4. Training: Ensuring each professional is trained in the knowledge and skills required for them to properly perform their job.
5. Support for professionals with different capacities, promoting their effective occupation and equipping them with the tools they need to do their job properly.

b. Promoting gender equality, in particular:

1. Guaranteeing the principle of equal opportunity in professional development at Suma by eliminating the obstacles that could hinder or limit anyone's career on the basis of gender.
2. Trying to achieve a balanced gender representation in the different bodies and decision-making levels, guaranteeing that all genders participate in the equal opportunity conditions in all spheres of Suma's consultancy and decision-making in order to expand the number of women to achieve a balanced presence of women and men.

c. Banning all forms of violence and physical, sexual, psychological or verbal harassment towards employees, clients or third parties related to Suma, as well as any other conduct that could create an intimidating, offensive or hostile working environment, and establishing a whistleblowing channel for the detection, protective measures and reactions to such events.



d. Respecting diversity by promoting non-discrimination on the basis of race, age, sex, marital status, ideology, nationality, religion, sexual orientation or any other personal, physical or social status among its professionals.

Likewise, in their relations with investors and members of its investee companies, all employees are obligated to act in line with the criteria of consideration, respect and dignity, bearing in mind each person's different cultural sensibilities, and not allowing for discrimination in treatment on the basis of race, religion, age, nationality, gender or any other personal or social status prohibited by law.

e. Guaranteeing job quality by fostering stable, high-quality jobs with contents that guarantee the constant improvement in professionals' aptitudes and skills. Suma believes that its workers' well-being and health are important factors in its success, and it will work actively to eliminate health risks and create a safe work atmosphere.

f. Implementing job-work balance measures that foster a respect for its professionals' personal and family life and facilitate a balance between this and their job responsibilities among all genders, particularly aimed at fostering respect for its professionals' time off work.

g. Fostering an inclusive work environment in which individual differences are respected and valued and everyone is guaranteed to feel integrated and accepted.

h. Eradicating the use of discriminatory language in any type of corporate, internal or external communication.





3. Approval, follow-up and monitoring

The Policy has been approved by the Suma Board of Directors, and it is committed to revising it to adapt it to new needs that may arise within the organisation or in the environment or market. Via its Compliance and ESG Committees, Suma pledges to periodically follow up on the degree to which all the strategic lines of action stemming from the implementation of this Policy are advancing.

Additionally, in its commitment to communication and awareness, it pledges to spread and share the Policy and Suma's mission within the Company and its stakeholders. This Policy shall be published on its website.

