

CIC energigUNE'S COMMITMENT TO DIVERSITY, EQUALITY, AND INCLUSION

Nuria Gisbert Trejo, representing CIC energigUNE and in her capacity as the center's General Director, expresses the organization's full commitment to diversity, equal opportunities, and inclusion.

This commitment is reflected in the new *2025-2028 Equality, Diversity, and Inclusion Plan of CIC energigUNE*. This plan not only significantly expands the scope and objectives of the previous plan but also incorporates a renewed and more ambitious vision designed to respond to evolving social and labor realities. Notably, the plan goes beyond mere compliance with minimum legal requirements, proactively and comprehensively integrating principles and values that reinforce the center's commitment to equality and diversity in all its dimensions.

This comprehensive vision is based on a thorough diagnosis and a detailed action plan that holistically addresses the key pillars of equality and diversity, including:

- Gender equality, in accordance with Organic Law 3/2007, of March 22, for the effective equality of women and men, and Royal Decree-Law 6/2019, of March 1, which strengthens urgent measures to ensure equal treatment and opportunities.
- Sexual orientation and gender identity diversity, aligned with Law 4/2023, of February 28, on equal treatment and non-discrimination based on sexual orientation and gender identity, and Royal Decree 1026/2024, of October 8, which develops a planned set of measures for equality and non-discrimination of LGTBI individuals in the workplace.
- Inclusion of people with disabilities, ensuring full labor participation in an accessible and adapted environment, in compliance with current disability regulations.
- Cultural diversity, fostering an inclusive environment that values and respects cultural, national, and ethnic differences.

The plan goes beyond regulatory compliance, establishing a framework that strengthens the organizational culture of respect, equity, and well-being, promoting diversity as a strategic value that contributes to the personal and professional development of all individuals within the organization.

Key actions to consolidate this commitment:

- The appointment of Mercedes Ellacuría as the center's equality officer is reaffirmed, reinforcing her role as a leader in this field.
- Equality, Diversity, and Inclusion Commission: A commission is established, made up of employee representatives and company representatives on an equal basis, dedicated to overseeing and monitoring the actions outlined in this plan.
- Resources for Awareness and Training: Specific resources are allocated to raise awareness and provide training to all staff on topics related to equality, diversity, and inclusion.

Through these measures, CIC energigUNE reaffirms its commitment to enhancing a fair, inclusive, and diverse work environment that fosters innovation and sustainable development from a perspective of respect and collaboration.

Nuria Gisbert

General Director

