

Diversity, equity and inclusion policy

Objective

Promoting diversity, equity and inclusion is and has always been one of Zelestra's priorities. For the Company, how the work is done is as important as the work itself. To this end, and to promote the well-being of all employees a diverse, equitable and inclusive work culture has been created.

Zelestra understands diversity as a competitive advantage bringing skills, experiences and different perspectives that increase the wealth of talent within the Company; equity as a fundamental pillar for the professional and personal development of the human team; and inclusion as the integration that all employees need to realize their full potential. The objective of this Policy is to ensure a favorable work environment that facilitates and enhances equitable opportunities, non-discrimination, diversity and inclusion of all professionals working in the Zelestra Group.

Commitments

Zelestra is committed to promoting diversity and inclusion at all levels of its operations and to always comply with the highest ethical standards and legal requirements of the countries in which it operates. To comply with the above, the following principles shall apply:

- Guarantee diversity, equity and inclusion in all selection, hiring, onboarding and disengagement processes from Zelestra, avoiding any bias or discrimination.
- Hire and maintain teams of people that broadly reflect the local community in which it operates.
- Provide equitable opportunities and treatment in internal promotion, training, remuneration, work-life balance and other working conditions applicable to workers and collaborators of the Company, ensuring that, in this regard, merit and professional skills will be the main criteria for decision-making.
- Encourage inclusive language in corporate communications.
- Promote a business culture committed to the values of diversity, equity and inclusion covered in this policy, with dignity and respect for all people and that foster understanding of all cultures.
- Train the entire workforce in diversity, equity and inclusion, and in particular people managing teams.
- Preserve an environment free of harassment or intimidation, without intentionality or grounds for direct or indirect discrimination, ensuring availability of agile and effective complaint channels.

Monitoring system

The approval of the Diversity, Equity and Inclusion Policy is the responsibility of the Board of Directors of Zelestra, which, either directly or through a Delegated Commission designated for this purpose, will supervise it, ensure compliance and periodically review it for its continuous adaptation.

The Company will establish an internal monitoring system that allows the correct implementation of the Policy at all organizational levels, as well as the monitoring of the relevant associated indicators.

Communication and stakeholder management

This Policy is communicated and understood within the scope of the organization, and it is available through the information and communication channels that the Company makes available to all its stakeholders.

This Policy is publicly available on the Zelestra website.

In order to make it easier for any person to confidentially and anonymously report any breach of the principles described in this Policy, Zelestra's Ethics Line (<https://zelestra.integrityline.com/>) guarantees independence, impartiality and the absence of conflicts of interest throughout the process of receiving, processing and resolving such reports.

Scope

This Policy applies to all the companies of the Zelestra Group, to ZELESTRA CORPORACIÓN, S.A.U., and to those companies in which a majority of the shares, equity interests or voting rights are held, directly or indirectly, or in whose governing or administrative body it has appointed or has the power to appoint a majority of its members, such that it effectively controls the company. In those investees in which the companies of the Zelestra Group do not have effective control, Zelestra shall promote principles and guidelines consistent with those set forth in this Policy.