

DECLARATION OF ADHERENCE TO THE YSONDOS GROUP EQUAL OPPORTUNITIES PRINCIPLES

VERINGER INGENIERIA AVANZADA S.L.

VERINGER INGENIERIA AVANZADA S.L., as a company within Ysondos Group, hereby declares its adherence to the principles and commitments concerning equal treatment and equal opportunities for women and men, as set out in the Ysondos Group Corporate Equal Opportunities Statement.

These principles guide the company's approach to recruitment and career progression, remuneration, training, working conditions, occupational health and safety, working time arrangements and work-life balance, in accordance with applicable legislation.

The company has its own formally registered Equality Plan, which serves as its specific framework for developing, implementing, monitoring and evaluating the equality measures applicable to it. Adherence to the Group's corporate principles does not replace this Plan or the company's own statutory obligations and procedures.

REFERENCE CORPORATE EQUAL OPPORTUNITIES STATEMENT

<https://grupoysondos.com/igualdad-de-oportunidades/>

*Corporate document for public reference · VERINGER INGENIERIA AVANZADA S.L. |
Equal Opportunities*