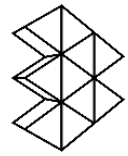


Diversity, Equity and Inclusion Policy

ATRESMEDIA





Atresmedia Diversity, Equity and Inclusion Policy

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I. Introduction

At Atresmedia, we are committed to values of **diversity, equity and inclusion**, and **respect** for everyone irrespective of their condition, gender, race, sexual orientation, religious belief, political opinion, nationality, disability or any other characteristic. We view diversity as a person's physical, social and personal attributes, both visible and invisible, that make them unique.

We strive to provide a **working environment that respects and promotes those values** so that our employees and partners can work in a professional environment that is **safe, free and non-judgemental** ensuring an appropriate **work-life balance**.

Moreover, in our role as a media group, we **lend visibility**—through the content of our news programmes, entertainment programmes, fictional series and film productions—**to the diversity that characterises the wider society**, raising awareness and giving a voice to different groups and opinions, thereby helping to build a more diverse and equitable society.

II. Purpose of the Atresmedia Diversity, Equity and Inclusion (DEI) Policy

The Atresmedia Diversity, Equity and Inclusion Policy sets out the commitments and principles assumed by the Group and the lines of actions drawn up to encourage and guarantee equality and diversity.

Recognising the value and wealth that diversity brings to the Group, the purpose of the policy is to lay the foundations for ensuring a diverse and inclusive working environment that guarantees equal opportunities and non-discrimination for everyone who makes up Atresmedia and anyone who joins the organisation in the future and for guaranteeing that all of them can develop their maximum potential.

All the commitments, principles and lines of action set out in the Atresmedia Diversity, Equity and Inclusion Policy are aligned with current DEI legislation, the Principles of the United Nations Global Compact —especially Principle 6: the elimination discrimination in respect of employment and occupation— and the ILO's mandate to promote gender equality and its recommendations on diversity, and the recommendations of the Spanish National Securities Market Commission (CNMV) on gender equality, as well as other reference documents.

III. Commitments

Atresmedia's commitments with respect to diversity, equity and inclusion are to:

1. **Build a diverse human team**, rejecting **expressly any kind of discrimination** on the grounds of gender, age, disability, sexual orientation, race, nationality, beliefs or any other attribute that could be a source of discrimination.
2. **Manage human resources taking into account criteria of diversity**, especially in hiring, ensuring that it is inclusive and provides equal opportunities, and is based solely on the candidate's merits and abilities and combating the gender pay gap.
3. **Facilitate access by women to management positions**, promoting their professional development and honing their leadership skills.
4. **Promote effective inclusion and integration of persons with disabilities** in our company and sector through training.
5. **Raise awareness about principles of equal opportunities** and respect for diversity, disseminating them among the company's employees.
6. **Guarantee respect for LGBTIQ+ rights**, as well as the rights of all especially vulnerable groups.
7. **Recognise society's diversity**, offering **varied content that reflects this diversity and the lends visibility and gives a voice to different groups** through our communication channels, programmes, fictional series, news programmes and film productions.
8. **Oversee diversity in advertising**, avoiding stereotypes and reflecting minorities.
9. **Set specific targets to improve our equality and diversity performance**, paying special attention to equal pay and opportunities for men and women.

10. **Be aware of the challenges and biases** surrounding equality and diversity that can arise from the use of new technologies and artificial intelligence.

IV. Principles and lines of action

- We are committed to having a **content model that reflects the diversity of society**, lends visibility to minorities and respects all groups.
- Through our **Responsible Advertising Policy** we ensure that advertising content strictly respects human rights, firmly rejecting campaigns that might violate the dignity of women, minors or any minority group.
- **We offer all employees the same career advancement opportunities** within Atresmedia Group. Therefore, we do not tolerate any kind of discrimination on the grounds of gender, race, sexual orientation, religious belief, political opinion, nationality, social origin, disability or any other circumstance that could be a source of discrimination.
- We understand the importance of **work-life balance** for a person's full development, so we offer a flexible working environment, and promote measures and undertake actions that help achieve this balance, and also facilitate disconnection from work.
- **We protect maternity, prevent harassment at the workplace and sexual harassment, and promote work-life balance** by offering a range of tools and mechanisms that are agreed upon with workers' representatives, e.g. equality plans and protocols against bullying and sexual harassment.
- We promote **gender-neutral internal communication** and a work environment of respect and good behaviour, instilling in all employees the values of equal treatment, respect, dignity and the free development of people's personality.
- Our **hiring processes are based on equal opportunities**, objectivity, transparency and non-discrimination.
- We strive to **ensure that gender quality is present at all levels in all Atresmedia companies**, so we are committed to hiring, whenever possible, people with new professional profiles that allow us to achieve gender balance in the company's management positions and governing bodies.
- We promote **hiring persons with disabilities** and partner with organisations that cater to especially vulnerable groups in order to promote the employment of persons with disabilities.

- We offer **training opportunities to persons with disabilities** so they can learn about communication and to help their professional career, making it easier for them to find employment.
- We consider **generational diversity to be a value that enriches our staff** and we recognise the value that knowledge, experience and different viewpoints add to all the people that make up Atresmedia.
- The Group's Compliance Model includes tools, such as the **Whistleblowing channel**, for reporting, confidentially and anonymously and with full guarantees of confidentiality and no retaliation, any discriminatory behaviour in breach of this model or any other Atresmedia policy.

As stipulated in the General Corporate Responsibility Policy, we involve our suppliers in Atresmedia's corporate policies by having them sign clauses pledging to abide by them. This way, all the commitments outlined in this policy are shared throughout Atresmedia's value chain and all our external partners must respect values of diversity, equity and inclusion.

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Patricia Pérez González
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