



Diversity Policy in the Board of Directors

Open Sistemas de Información e Internet, S.L.

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1. Diversity Statement

At OpenSistemas de Información e Internet, we recognize the fundamental importance of diversity in the Board of Directors as an essential component of our corporate culture and our commitment to excellence in leadership and governance. In our organisation, we value diversity and strive to create inclusive environments where all individuals are welcomed, respected, and treated equitably. We promote equal opportunities so that each person can contribute to their fullest potential. Adhering to the principles of equality and non-discrimination is crucial to us, and our actions are aligned with the United Nations Sustainable Development Goals, actively contributing to the promotion of human rights and diversity within our organisation.

This policy aims to promote and support diversity in the composition of our Board of Directors, recognizing that the inclusion of diverse perspectives and experiences strengthens our decision-making and contributes to the sustainable success of the company.

2. Commitment to Diversity

Our commitment to diversity is reflected in the following principles:

- **Open Selection:** We commit to considering diverse and qualified candidates in our searches for the board of directors. Diversity includes, but is not limited to, gender, ethnicity, age, sexual orientation, abilities, and cultural backgrounds.
- **Equal Opportunities:** We ensure that all leadership opportunities on the board are open and accessible to all members of our organisation, regardless of their background or identity.
- **Promoting an Inclusive Environment** on the Board that values and respects differences and fosters equal opportunities for all members.

3. Scope of Application

This Policy, along with its criteria and guidelines, applies to the INTERNATIONAL BUSINESS GROUP OPENSISTEMAS DE INFORMACIÓN INTERNET, S.L. of which OPENSISTEMAS is a part. It will be carried out by senior management, as appropriate based on the current relationship model.

4. Monitoring and Evaluation

This section focuses on the process of monitoring the composition of the Board of Directors and evaluating diversity, as well as emphasising the importance of conducting Periodic Assessments to Measure the Impact and Effectiveness of the Policy on the Board of Directors. This includes collecting data, analysing results, and making adjustments as necessary.

- **Regular Monitoring:** We will periodically review our board of directors' composition to assess diversity and take action to address any identified imbalances.
- **Transparency:** We will publicly communicate our efforts and progress on board diversity through regular reports and disclosures.

5. Promotion of Diversity

Promoting diversity is not just a goal, but an essential part of our corporate vision. Through the following principles, we seek to foster a culture of equal opportunities and prepare leaders from diverse backgrounds for future positions on our board of directors:



- **Inclusive Culture:** We will promote an inclusive organizational culture that celebrates diversity and promotes equal opportunities for all.
- **Leader Development:** We will provide development and training opportunities to potential leaders from diverse backgrounds to prepare them for future board positions.

6. Supervision and Dissemination

We are committed to the effective implementation of our board diversity policy, which outlines:

- **High Management Responsibility:** Senior management will be responsible for ensuring that this policy is implemented and adhered to at all stages of board member selection and leadership.
- **Periodic Review:** This policy will be periodically reviewed to ensure its effectiveness and relevance.

This policy will guide our actions as we work to achieve a diverse and representative board that reflects our community and our values.

