



**POLICY ON DIVERSITY AND EQUAL OPPORTUNITIES FOR MAPFRE
GROUP EMPLOYEES**

POLICY ON DIVERSITY AND EQUAL OPPORTUNITIES FOR MAPFRE GROUP EMPLOYEES

1 Introduction

The Board of Directors of MAPFRE S.A. (the “**Company**”) is the competent body for defining the general strategy and establishing the bases for appropriate and efficient coordination between the Company and the other companies within the group of companies of which MAPFRE S.A. exercises control within the meaning of Article 42 of the Spanish Commercial Code (the “**Group**” or the “**MAPFRE Group**”).

In exercising these responsibilities, the Board of Directors approves and updates the corporate policies that govern the Company’s activities; that establish the guidelines and fundamental principles that inspire and orient the mandatory rules that the Group’s other companies approve within the scope of their own decision-making capacity and responsibility; and that form the basis for mandatory compliance with those rules.

The *Institutional and Business Principles of the MAPFRE Group*, articulated through a Purpose, a Vision, and a set of Values approved by the Company’s Board of Directors, include, among others, the commitment of all Group companies to fairness in their relationships with executives and employees, to equal opportunity, to objectivity in selection and compensation, and to diversity and non-discrimination on the grounds of race, color, political ideology, religious beliefs, gender, or social or personal status, or on the basis of any other characteristic, distinction, exclusion, or preference.

In this regard, the Company’s Board of Directors, in the exercise of its powers, has approved this *Policy on Diversity and Equal Opportunities for MAPFRE Group Personnel* (the “**Policy**”), which forms part of its corporate governance system, with the aim of developing the above commitments in matters of diversity and equal opportunity, promoting respect for individuality, and eliminating any exclusionary or discriminatory conduct.

2 Classification

This standard is a corporate-level policy in accordance with the classification set out in the *Policy on the Development and Organization of the Rules that Comprise the MAPFRE Group’s Corporate Governance System*.

3 Purpose

This *Policy* sets out a series of commitments aimed at:

- a) Rejecting any form of discrimination on the grounds of race, color, political ideology, religious beliefs, gender, or social or personal status, or on the basis

of any other characteristic, distinction, exclusion, or preference affecting its employees, and regarding diversity as a value, as it enables different perspectives to be brought together and contributes to greater creativity and innovation.

- b) Strengthening a culture of respect for individuals and behaviors that are open and favorable to diversity in relation to any of the Group's stakeholders.
- c) On the one hand, guarantee the right to effective equality of opportunity and treatment for all personnel and collaborators, allowing them, without exception, to develop personally and professionally and to give the best of themselves. On the other hand, seek to prevent any type of occupational discrimination in the areas of access to employment, promotion, professional classification, training, remuneration, work/life balance, and other working conditions.

4 Scope of application

This *Policy* applies to all companies that make up the MAPFRE Group. It is also applicable, as appropriate and in accordance with the relevant shareholder agreements, to the various partnerships and joint ventures in which companies of the Group participate.

All companies subject to this *Policy* must respect the principles and commitments set forth herein in their relationships with their personnel.

5 Commitments to Diversity and Equal Opportunities

The companies subject to this *Policy* commit to:

- a) Develop the principle of equal opportunities, establishing the measures and actions necessary to achieve real equality of treatment and opportunities among all personnel and avoid situations of both direct and indirect discrimination at all levels of the organization. Respect for diversity and the principle of equal opportunities must be present in people management processes. This includes access to employment, promotion and professional development, remuneration, training, performance evaluation, and communication.
- b) Establish action plans that promote effective gender equality, guaranteeing professional development in equal opportunities.
- c) Create integration plans for other specific groups, especially people with disabilities.
- d) Raise personnel awareness of the different cultures and customs of the countries in which the Group operates.

- e) Promote geographic mobility and language learning among its personnel to enhance their multiculturalism.
- f) Facilitate collaboration among people from different generations, enabling them to contribute and enrich their work with their different perspectives.
- g) Commit the entire organization to diversity, encompassing both relationships among employees regardless of their position within the Group and interactions between employees and customers, providers, collaborators, and other stakeholders.
- h) Inform the entire workforce about this *Policy* and the commitments outlined in it.

6 Oversight, dissemination, and monitoring of this *Policy*

The Corporate People and Organization Area is the Sponsor of this *Policy*, as defined in the *Policy on the Development and Organization of the Rules that Comprise the MAPFRE Group's Corporate Governance System*.

Notwithstanding the foregoing, the governing and management bodies of the Group companies—at the corporate, regional, and local levels—are responsible for disseminating and ensuring compliance with this *Policy* within their respective companies. To this end, they must take the necessary measures to do so, and, where applicable, report any areas of non-compliance or partial compliance through the established channels.

As part of the Company's commitment to its stakeholders, this *Policy* shall be published on the corporate website.

7 Approval and entry into force of this *Policy*

This *Policy* was initially approved by the Company's Board of Directors on July 23, 2015, and last amended on December 22, 2025, repealing and replacing the previous version.