



## Diversity and Inclusion Policy

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Enagás knows that guaranteeing, equally and without any type of discrimination, the same opportunities for professional and personal development to everyone in the company is an unavoidable way to bring out the full potential and talent of its workforce.

This policy lays down the commitments and lines of action to position diversity management and inclusion as key elements of Enagás' global strategy. The company also promotes a culture that ensures a diverse and inclusive setting and fosters a working environment in which trust and mutual respect prevail and where integration and recognition of individual merit are hallmarks of Enagás.

Through this Policy, Enagás expresses its unwavering commitment to equal opportunities and non-discrimination, taking a stance against any conduct or practice associated with prejudice based on, among others, gender, age, disability, nationality or culture, race, religious beliefs, thought and sexual orientation, or any other personal, family, economic or social circumstance that may be a cause of discrimination.

Enagás adheres to the spirit and letter of the obligations and regulations of the various legal jurisdictions in which it operates, and to any others it has undertaken voluntarily.

This policy applies and is notified to all employees, executives and directors of all companies making up the Enagás Group, including any affiliates under its effective control, within the limitations established in the applicable regulations. In the case of affiliates not effectively controlled by the Enagás Group, the company shall undertake principles and directives that are consistent with those established in this policy.

## Commitments

Enagás establishes the following commitments in relation to diversity and inclusion:

- To integrate in the organisation the richness provided by the confluence of knowledge, skills and different experiences, by managing the diversity of its professionals in the areas of gender, age, disability, nationality and culture, race, religious beliefs, thought and sexual orientation, or any other personal, family, economic or social circumstance that may cause discrimination.
- Expressly reject any discrimination based on gender, age, disability, nationality or culture, race, religious beliefs, thought and sexual orientation, or any other personal, family, economic or social condition among its professionals, creating work environments free of discrimination, both direct and indirect, harassment or other forms of intolerance at all levels of the organisation.
- Promote equal opportunities as the central axis around which human resources policies should be oriented, with the aim of creating strategic assets and promoting the full personal and professional development of company employees at all times, thus consolidating the right of all employees to truly equal opportunities and equal treatment..
- Ensure that decisions and mechanisms on selection, hiring, performance assessment, personal progress and professional promotions are based on merit: integrity, work and achievements, leaving no influence on such processes to issues such as gender, age, disability, nationality or culture, race, religious beliefs, thought and sexual orientation, or any other condition that may cause discrimination, ensuring a management free of prejudice associated with the differences.
- To provide all professionals with policies and measures that favour work-life balance, so that they can continue to care for and cultivate other responsibilities and interests that allow them to achieve full satisfaction in their personal and professional lives in a diverse and changing society.
- To extend this commitment to diversity, on the basis of respect for freedom of management, to all stakeholders, particularly suppliers and contractors, through the integration of diversity in procurement processes, recognising the efforts of those companies which promote this policy in their own organisations.
- Our diversity and inclusion strategy is based on the following pillars:
  - Introduce action plans which promote real gender equality, ensuring professional development, as well as pay equity and equal opportunities.
  - Create integration plans for people with disabilities.

- Facilitate collaboration between individuals from different generations, so that all can bring something to the table and enrich their work with their differing perspectives.
- Establish mechanisms so that multiculturalism and differences in habits, race, language and thought are not a barrier to achieving the objectives and integration of the teams.
- Foment a professional environment where diversity of beliefs, education, skills, thinking and preferences contribute to enhancing the innovation and engagement of professionals..
- Integrate and normalise LGBTQI+ groups in the workplace.
- Define communication and awareness-raising as a transversal axis of the other commitments, with the aim of extending and making this policy known within the company and to its stakeholders.

### **Management model**

Enagás has established a management system based on the due-control principle and focusing on adherence to the commitments set out in this policy, which may be summarised as follows:

- The Board of Directors is responsible for the orientation, supervision and control of the company's diversity and inclusion strategy and policy.
- The Sustainability, Appointments and Remuneration Committee, constituted at Board level, is responsible for controlling and monitoring diversity and inclusion.
- The existence of safeguard mechanisms such as the Ethical Compliance Committee, which reports to the Board's Audit and Compliance Committee and, among other tasks, is responsible for ensuring that the company's commitments set out in its Code of Ethics and policies are known, understood and adhered to.
- The introduction of a procedure for managing notifications and consultations concerning irregularities or instances of non-compliance with the Code of Ethics and the regulations and policies inspiring it, in relation to which responsibilities and functioning are described in the Enagás Code of Ethics.
- Compliance with the internal and external regulations applicable by company employees and, as the case may be, by any third parties related to them.
- Training and information aimed at ensuring that the company's professionals know, understand and apply the commitments of this

policy.

- Continuous improvement of the diversity and inclusion management model taking into account internal and external assessments.
- Transparency of information supplied to third parties, to guarantee its reliability and accuracy.
- The implementation of processes for the purposes of participation and consultation with professional and other stakeholders, in order to guarantee that their needs and expectations are known to the company and, where appropriate, added to its regulations.

**This policy was approved by the Enagás Board of Directors, on 21/03/2022.**