



Diversity, Equality and Inclusion Policy

Index

1. Object and scope of application	3
2. Basic principles of action and commitments	4
2.1 Commitments regarding gender equality	4
2.2 Commitments related to diversity, equality and inclusion	5
3. Oversight and approval mechanisms	5
4. Publication and disclosure.....	6

1. Object and scope of application

ACCUMIN is one of the largest property valuation, data and consulting group in Europe and Latin America. We are specialized in real state valuations and in creating software and data solutions that enable institutions, businesses, and professionals to conduct their own real estate assessments. Operating in 15 countries, our company's significant strength, in addition to local knowledge and experience, lies in the synergies created through diversity, encompassing cultural, linguistic, and belief diversity, among others.

The purpose of this Policy is to establish principles of action and a series of commitments aimed at ensuring a work environment that upholds the principles of equality and non-discrimination, stability, talent management, professional development, and occupational health and safety.

For ACCUMIN, these aforementioned principles translate into achieving and ensuring a work environment where all employees can trust that the Company not only ensures non-discrimination based on race, gender, religion, ideology, political beliefs, nationality, or any personal, physical, social, or family-related condition but also respects and actively promotes diversity. ACCUMIN aspires to be a workplace where individual development and career advancement are not limited by any of the aforementioned factors, thus enabling each individual to reach their full potential. This, in turn, reflects our commitment not only to diversity, equity, and inclusion but also to professional excellence, the quality of life of our employees, and contributing to the progress and well-being of the community.

This Policy applies to all employees of ACCUMIN, regardless of the entity to which they belong or the country in which they carry out their activities. Likewise, the principles outlined in this policy must be disseminated, promoted, and upheld in any activity that ACCUMIN personnel undertake on behalf of the company with third parties such as clients, suppliers, or external collaborators.

In this regard, ACCUMIN, led by the executive team, is committed to promoting equality, diversity, and inclusion in all aspects of its activities and business, in compliance with the prevailing legislation in each country and following international best practices, including the provisions outlined in the United Nations-approved Sustainable Development Goals (SDGs) in these areas.

2. Basic principles of action and commitments

2.1 Commitments regarding gender equality

The guiding principles that the Management of the Group adopts regarding equality, with a firm commitment to their full and comprehensive implementation throughout the organization, are as follows:

- Principle of equal treatment between men and women: Equal treatment entails the absence of all forms of discrimination, whether direct or indirect, based on gender, and particularly those arising from maternity, assuming family responsibilities, and marital status.
- + Principle of non-direct discrimination based on gender: Direct discrimination based on gender is defined as the situation in which a person is or has been treated, based on their gender, less favorably than another person in a comparable situation, as well as any unfavorable treatment related to pregnancy or maternity.
- + Principle of non-indirect discrimination by reason of gender: Indirect discrimination by reason of gender is defined as the situation in which a provision, rule, or practice places individuals of one gender at a particular disadvantage compared to individuals of another gender, unless such provision, rule, or practice can be objectively justified by a legitimate aim, and the means to achieve that aim are necessary and appropriate.
- + Principle of prohibition of sex-based harassment: Sex-based harassment is considered to be any behavior directed at a person based on their gender, with the purpose or effect of undermining their dignity and creating an intimidating, degrading, or offensive environment.
- + Principle of immunity from retaliation: This involves the prohibition of any adverse treatment or negative effects that may occur to an individual as a result of their filing of a complaint, claim, report, lawsuit, or any other form of action aimed at preventing their discrimination and demanding the effective enforcement of the principle of equal treatment between men and women.
- + Transparency in Remuneration Principle: The transparency principle is defined as one that allows for obtaining sufficient and meaningful information about the value attributed to the remuneration of employees.
- + Cross-cutting Principle: It implies that equality between women and men must be ensured in all areas, including access to employment, working conditions, and salary.

2.2 Commitments related to diversity, equality and inclusion

From the leadership of the group, the following principles will be ensured and promoted with the aim of guaranteeing diversity, equality, and inclusion:

- + Principle of non-discrimination in access to employment, training, and promotion: Access to employment and promotion will be ensured, governed by a recruitment policy that upholds the principle of equality and non-discrimination, based on the most suitable competencies for the role's development. Professional growth will be promoted through career plans that respect equity and seek to promote diversity and inclusion in all areas and positions.

Training and development of each professional in the knowledge and skills required for the proper execution of their job will be also ensured.

In no case will any form of discrimination in the professional sphere be acceptable based on age, race, ethnicity, nationality, gender, sexual orientation or identity, disability, religion, political opinion, or any other condition.

- + Inclusive Leadership: Those who lead the company commit to promoting and disseminating the principles of diversity, equity, and inclusion, ensuring that all voices are heard. This not only encourages diverse participation but also values this heterogeneity as a driving force for innovation.

Likewise, there will be no abuse of authority, meaning that no person will take advantage of another who is in a subordinate position to them due to their higher position and authority.

- + Inclusive Spaces, Removal of Physical Barriers: All necessary adjustments will be provided to accommodate the workplace for employees with any type of disability, eliminating any physical barriers in any of the office spaces.
- + Zero Tolerance Principle for Any Form of Harassment: At ACCUMIN, no form of discrimination will be allowed. Preventive measures, as well as measures for detecting any form of harassment, will be in place, with a robust protocol for addressing it should it occur.
- + Inclusive Communication Principle: In both internal and external communications, a language respectful of diversity will be used. Similarly, images that highlight the richness of the diversity within the Group will be featured.

3. Oversight and approval mechanisms

The ESG Committee will be responsible for overseeing the implementation, development, and compliance with this Policy.

The Group ACCUMIN Management Committee, through the Chief Sustainability Officer (CSO), will be responsible for approving this Policy and any modifications to it.

4. Publication and disclosure

The communication and dissemination of the Diversity, Equality and Inclusion Policy falls under the responsibility of the Sustainability Department (Chief Sustainability Officer - CSO) in collaboration with the Marketing and Communication Department, with the aim of ensuring that the employees of the ACCUMIN have a comprehensive understanding of this Policy.