

## COMMITMENT OF THE MANAGEMENT OF THE COMPANY CONCERNING EQUAL TREATMENT AND OPPORTUNITIES BETWEEN WOMEN AND MEN

BLENDHUB, SL declares its commitment to the detection, establishment and development of policies that integrate equal treatment and opportunities between women and men, as well as the promotion and promotion of measures to achieve real and effective equality within our organization. , establishing equal opportunities between women and men as a strategic principle of our Corporate, Human Resources and Social Responsibility Policy, following the definition of said principle established by Organic Law 3/2007, of March 22, for the effective equality between women and men.

In each and every one of the areas in which the activity of this company is carried out, from selection to promotion, passing through salary policy, training, or organization of working time, we assume the principle of equal opportunities between women and men.

These principles are carried out through the III Plan for Equal Opportunities between women and men, which represents improvements concerning the previous situation, arbitrating the corresponding monitoring systems, to advance in achieving real equality between women. and men and by extension, in society as a whole.

To carry out this purpose we have at all times the representation of the workforce in the process of analysis, preparation, monitoring and evaluation of the aforementioned equality measures, as established by Organic Law 3/2007, of March 22, for the effective equality of women and men, as well as Royal Decree-Law 6/2019, of March 1, on urgent measures to guarantee equal treatment and opportunities between women and men in employment and occupation and the recent Royal Decree 901/2020, of October 13, which regulates equality plans and their registration and modifies Royal Decree 713/2010, of May 28, on the registration and deposit of agreements and collective labor agreements and Royal Decree 902/2020, of October 13.

For all of the above, the company's management undertakes to promote, implement, evaluate and, where appropriate, improve the company's Equality Plan in force at all times.

Murcia, May 10, 2021.