

## **Inclusion & Diversity Policy**

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### **1. Introduction**

At Agile Content, we believe that diversity and inclusion are fundamental to our success. As an international company with a multi-country presence, we value diversity in all its aspects and are committed to fostering an inclusive work environment where all employees feel valued, respected and supported.

Our commitment is driven by the principles of social justice and the belief that our diversity is a competitive advantage in attracting and retaining the best talent and fostering innovation. To this end, diversity and inclusion are cross-cutting elements of our talent management processes and People & Culture policies.

This policy sets out our company's commitments to diversity and inclusion. Agile Content is committed to respecting diversity, equal opportunity, and the prevention of all forms of discrimination, whether based on gender, nationality, religion, race, age, sexual orientation or ethnicity, and will not tolerate any form of discrimination, abuse or harassment within the company.

### **2. Scope of application**

This policy applies to all Agile Content employees throughout their employment with the Company.

It also extends to anyone who interacts with Agile Content, including customers, suppliers, and anyone else who has a business relationship with us.

### **3. Commitments**

Agile Content is committed to the following actions:

3.1. Foster a culture of mutual respect and understanding in which each person's differences are valued and respected, actively promoting an inclusive work environment.

- Provide training in diversity and inclusion, with the aim of increasing awareness and understanding.
- Promote inclusive leadership at all levels of the organization, ensuring that leaders understand and value diversity and know how to foster an inclusive work environment.
- Promote an LGBT+ inclusive environment by ensuring there is gender neutral facilities and environment.

3.2. Ensure a working environment free from harassment and discrimination, always ensuring fair and respectful treatment.

- Promote behaviors that ensure a working environment free from harassment of any kind (including workplace, sexual, physical, or psychological harassment).
- Not allow any discrimination on grounds of nationality, race, ethnicity, gender, sexual orientation, religion, age, disability, social status, or based on minorities such as the

LGBT+ community, among others.

- Promote the creation of an inclusive and respectful work environment, avoiding derogatory, discriminatory, or hostile gestures or behavior.
- Provide training to our employees so that they can identify, prevent, and address potential situations of harassment and discrimination.

3.3. Promote talent management practices that ensure equal opportunities.

- Ensure that selection, recruitment, appraisal, evaluation, promotion, and development processes are guided by merit, qualifications, demonstrated skills and achievements in relation to job requirements.
- Factors such as race, gender, sexual orientation, nationality, disability, etc. will not be allowed to influence decision-making regarding talent management practices.
- Affirmative action measures will be considered to correct any inequalities that arise.
- Act in accordance with the legislation in force in each country to guarantee the rights of all employees.

3.4. Promote initiatives with an impact on society.

- Agile Content is committed to promoting initiatives that contribute to the advancement of society. We actively work to promote gender diversity by providing scholarships to increase the number of women with the necessary training to develop a career in the OTT sector.

#### **4. Supporting bodies and figures**

To ensure the effectiveness of our diversity and inclusion policy, we have the following bodies and support figures:

- A People & Culture team, responsible for ensuring that our diversity and inclusion policy is applied in all areas of our business, from recruitment to performance appraisal and promotion.
- A formal and confidential whistleblowing channel that allows employees to report any situation without fear of retaliation ([whistleblowing@agilecontent.com](mailto:whistleblowing@agilecontent.com)).

#### **5. Diversity on the Board of Directors**

At Agile Content, we recognize that diversity on our Board of Directors is important for effective decision-making and to reflect the diverse perspectives of our society. We are therefore committed to promoting diversity on our Board of Directors, with a particular focus on gender diversity, by increasing the number of female Directors progressively over the next three years.

#### **6. Compliance**

This policy is a demonstration of our commitment to diversity and inclusion and includes a set of clearly stated guidelines for conduct that are binding on all Agile Content employees. In the event of non-compliance, disciplinary procedures will be considered, which may include sanctions and dismissal of the employees involved.